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REPORT
of
**Executive Officers — Executive
Council — Departments
and
Standing Committees
of the
MASSACHUSETTS
STATE LABOR COUNCIL
AFL-CIO**



Ninth Convention
October 4-5-6, 1966
BOSTON, MASSACHUSETTS



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Executive Officers' Report

To the Officers and Delegates to the Ninth Annual Convention of the Massachusetts State Labor Council, AFL-CIO.

GREETINGS:

Last year a constitutional amendment adopted by our Eighth Annual Convention extended the terms of office for all executive officers and vice presidents of the Council to two years. We are able this year for the first time to combine our biennial COPE Endorsement Conference with the Convention. We are sure that the importance of this arrangement will be fully realized by all who participate as delegates and that justification for the far-reaching constitutional change made last year will be apparent not only to the delegates but to all the members they represent.

Looking back on a year of intense activity, we have to single out the sales tax fight as the most outstanding in relation to its impact on our members. Our last Convention came at the height of our long battle to protect the people of Massachusetts against the most unfair and most inequitable form of taxation that can be imposed on any municipality or Commonwealth.

On the sales tax, the executive officers in their report to the Eighth Convention pointed out: "The Governor's sales tax obsession has been so virulent that it has infected the memory cells of certain misguided Democrats and caused them to forget completely that it was only last Fall they were courting their constituents for votes from an unmistakably anti-sales tax platform."

We also pointed out that "as an organized body we have an obligation to do everything in our power to elect to office every candidate we can trust to help us achieve our legislative goals" and that "if we find that in certain districts we can be more effective in the primaries, then that is where we intend to be active."

The tax battle reached Convention Hall when, after the delegates had reaffirmed labor's position against the sales tax, the Governor appeared with an appeal for support and Senate President Maurice A. Donahue followed with telling arguments that ripped the Governor's appeal to pieces.

We left Convention Hall to resume the battle. In the several months preceding final enactment of the sales tax we consistently pledged to continue the fight regardless of the outcome on Beacon Hill.

We kept our pledge by filing a petition for its repeal as soon as possible after it was signed into law. Details on this phase of our sales tax fight will be found in the report of our Committee on Taxation elsewhere in these pages. We would like to point out here, however, that your executive officers met every challenge hurled at our position on TV and radio, in the newspapers and in public debates.

We know that most of the communications media are in direct opposition to our views on the subject of the sales tax. Nevertheless, we must recognize the fairness with which our position was generally stated. Our chief concern as we go into the business of our Ninth Convention is to resolve that we will continue to do everything in our power to keep our members and the general public from being misled by the pro-sales tax propaganda that will be fed them daily until election day. We must keep on pointing out that the sales tax must be repealed and that the only answer to Referendum Question No. 5 on the ballot in November is a resounding NO.

Other State Activities

Details on our continuing battles on Beacon Hill on matters other than the sales tax will be found in the Report of our Legislative Department. We wish to say here, however, that we were disappointed in the performance of many Democrats who owe their seats to labor's efforts at the polls. The Democrats had enough votes in both branches of the Legislature to override any veto—and yet we were unable to get enactment of several major pieces of legislation long sought by organized labor in Massachusetts. This has caused your President to state—and all your officers to concur in his statement—that it is time for us to reappraise our position in support of Democrats who seek labor's support at election time only to ignore labor's appeal for support on important legislation after they get elected.

We did make some progress on some important legislation such as unemployment compensation, workmen's Compensation and the minimum wage, as will be noted in the Legislative Department's report.

In the field of education, we have continued our regular programs and have initiated new directions made possible by the establishment of the Labor Relations and Research Center at the University of Massachusetts. A report made to the Advisory Council on March 22 by the directors of the Center disclosed that many programs were under way and that new programs were in the planning stage under the direction of labor-recommended assistant directors, Joseph Cass and Harvey Friedman.

Our own directly conducted programs, the annual Labor Institute and the Scholarship Program, were highly successful. Complete details of these activities will be found in the Report of our Department of Education and Research.

Our COPE activities, which are a year-round business, were under a heavy strain this year because of the sales tax battle. Our new COPE Director deserves special commendation for having weathered the storm. You will find in his report details on his assignment as state-wide coordinator in the campaign to secure the signatures necessary to put our repeal referendum on the ballot as well as on the success of our biennial Gompers-Murray Memorial Dinner.

From the first of the year our monthly Newsletter has been issued regularly to keep our membership currently informed. In reviewing the contents of this seventh volume of our official publication, you get a condensed picture of the year's activities but must bear in mind that in the limited space of its pages the actual work in which your Council is engaged cannot possibly be portrayed to its full extent in capsule form.

The main theme of the Newsletter throughout the year has of necessity been the sales tax fight and its subsequent campaign to put a repeal referendum on the ballot.

Other items briefly covered such activities as your President's answer to an editorial broadcast on WEEI calling for defeat of our legislative proposal to provide jobless benefits to workers engaged in prolonged disputes; our support on Beacon Hill of two bills filed by the Massachusetts Consumers Council; the resolution adopted by the State Senate urging Congress to repeal Section 14 (b) of the Taft-Hartley Act; the various annual legislative conferences held by central labor bodies; the union counseling classes and the awarding of certificates at graduation; the presenting of labor planks to the platform committees of both major parties; our participation in the National Essay Contest on Employment of the Physically Handicapped; the Fellowship Awards of the Harvard

Trade Union Program; and all other activities such as our Labor Institute, our Gompers-Murray Dinner, testimonials and presentations—plus a diversity of pictures taken at important events.

An important two-day conference was held in March by the New England Council, at which time the need for coordinated action by all of New England's AFL-CIO Councils on such matters as transportation facilities, the anti-poverty campaign and the need for cheaper power to put the region in a more favorable competitive position with the rest of the nation was thoroughly discussed.

On the National Scene

The most important event in relation to labor's objectives on the national scene was the failure of the United State Senate to act on repeal of the bill passed by the House to repeal Section 14 (b) of the Taft-Hartley Act. Your President issued a strong statement on this failure and also expressed labor's disappointment at the failure of Senior Senator Leverett Saltonstall to cast his vote to end the Dirksen-inspired filibuster. "His vote," the President said, "was not only detrimental to the best interest of organized labor but also hurt those businesses in Massachusetts that are forced to compete with the low standards engendered by right-to-work laws in nineteen other states." We are assured, however, by outstanding liberals in the Senate such as Senator Edward M. Kennedy that the fight for repeal must continue and that this shackle on labor's effectiveness at the collective bargaining table must eventually be broken.

The 89th Congress, however, has continued to prove itself inclined toward more progressive legislation for the elderly, for the young, for minorities, for the poor, for city-dwellers, for farmers—for the nation. The war in Vietnam has, of course, been a draw-back in the path of progress in domestic programs. At the first meeting following our last Convention, however, your Council adopted a resolution, copies of which were forwarded to President Johnson and to the National AFL-CIO, stating clearly our support of the Administration's policy in Vietnam.

The more recent talk of inflation and the tendency to blame labor's attempts to keep wages in line with rising prices for the disturbance have been of major concern. Labor's quick response and the focussing of the spotlight on the rise in corporate profits changed the picture. In a statement issued on September 9, President George Meany said: "The AFL-CIO welcomes and supports President Johnson's proposals to suspend the two principal factors most to blame for today's profit inflation. The 7% tax credit and the accelerated depreciation formula have united to create today's capital goods boom. The President has wisely moved to eliminate this super-heat from the only spot where the economy is now overheated."

The most important thing for us at this time is to work with the National COPE and here at the state level to keep all liberals in Congress seated and to dislodge as many of the seated reactionaries as possible.

Conclusion

In concluding this necessarily condensed report, we would like to stress that although we achieved many of our major goals in the past few years, there are still many problems that lie ahead. We cannot allow ourselves to become complacent or to be lulled into a false sense of security. The national economy

must not be considered as a structure that would crumble at the first sign of peace. While it is true that defense spending and appropriations to finance the war in Vietnam have created jobs and profits, it is also true the needed improvements in so many fields here in America and all over the world could take up the slack at the signing of a bill and create more enduring jobs and build higher standards for all people in a peaceful world.

We want to thank the officers and members of all our affiliated unions for their continued cooperation and we trust that we can continue to work in unity throughout the coming year.

Respectfully submitted,

SALVATORE CAMELIO, *President*

JAMES P. LOUGHLIN, *Secretary-Treasurer*

DANIEL MURRAY, *Executive Vice President*

JOSEPH A. SULLIVAN, *Executive Vice President*

Report of Secretary-Treasurer

To the Officers and Delegates to the Ninth Annual Convention of the Massachusetts State Labor Council, AFL-CIO

GREETINGS:

Last year, as you know, the per capita payments from affiliated local unions were raised by one penny. The necessity for this increase had been examined thoroughly by the Committee on Constitution and the constitutional amendment necessary to put the increase into effect was unanimously adopted by the Convention.

This increase has been a major factor in enabling your Council to meet its obligations with less strain during the last fiscal year—as shown in the Certified Public Accountant's Audit in the back pages of this book—but I would like to point out, however, that when the increase amendment was submitted to the National AFL-CIO for approval, we were advised that our long established policy of collecting a minimum per capita was in conflict with national policy and that no local union could be asked to pay more than on the exact number of members represented. As a result of the adjustments we had to make and because of the large number of affiliated locals then paying the minimum, the actual increase in per capita was slightly less than the one cent authorized by the Convention.

In spite of that, a study of the Auditor's Report will show that our net worth as of June 30, 1966—the end of our last fiscal year—was \$8,721.51 more than the previous year.

I would point out also that in the section under "Dues Receivable from Affiliates" you will find that per capita arrears at that time amounted to \$11,356.82 as compared to \$9,397.60 at the same time last year. In other words, had the arrears this year been no greater than last year, the report could have shown an increase of more than ten thousand dollars in our net worth for the fiscal year. We should remember also that the new per capita rate became effective on January 1, 1966 and is therefore reflected only in the finances of the second half of the fiscal year.

Some increases in expenditures have necessarily prevented an even greater increase in our net worth. Printing expenses for last year's convention, for instance, were slightly higher than for the previous year. But as our total liabilities were only \$412.89 higher than they were the previous year, we summed up the total liabilities, restricted fund, deferred credits and net worth at \$52,471.12, or \$10,196.76 more than the previous year.

In looking over the itemized portion of the report, we find no great disparities in the regular expenditures. The increases in staff salaries had long been overdue. The increase in convention costs can be attributed to the general trend of rising costs, as can some other items such as office supplies. However, the increase of nearly \$4,000 in expenses for our sales tax program was due to acceleration in our activities after the tax had been jammed through the Legislature because of the uncompromising attitude of the Governor.

One more comment on the report is that the loss in affiliated locals as recorded in Schedule I does not necessarily reflect a loss in the number of members. It should be noted that the per capita income from 957 affiliated organizations as of June 30, 1965 was \$158,501.67 and that the income from 930 organizations as of June 30, 1966 was \$174,600.78, an increase of \$16,099.11. Even taking into account the extra penny paid in per capita in the second half of the fiscal year.

a breakdown gives us an estimate of more than 77,000 new members added to the total membership of our affiliates.

I must, however, reiterate that we are still far short of 100% affiliation in the state of Massachusetts. While it is understandable that many small locals are not financially stable enough to meet per capita requirements—and even that some larger locals can be in financial difficulties—there are a great number of unaffiliated local unions that are merely shirking their obligations.

It is more important today than ever before for organized labor at all levels to work in unity. The great gains that have been made in recent years in the legislative halls of the nation have been attained only because the organized labor movement of America has been strong enough to withstand the impact of reaction and respected enough to rise above the onslaughts of its perennial enemies.

There are still many battles to be fought both at the national and at the state levels. Repeal of Section 14 (b) of the Taft-Hartley Act can be envisioned only through a nationwide push involving every member of organized labor. Fair taxes in Massachusetts and more comprehensive unemployment insurance and workmen's compensation can only be made possible by a solid front of organized labor throughout the state.

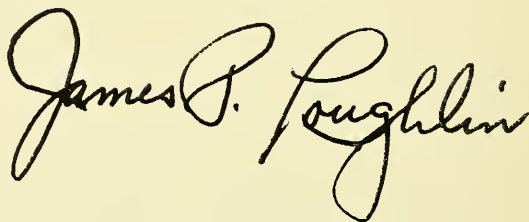
I want to urge again every officer and every member of our trade unions in the state to join me in an effort to achieve 100% affiliation at the state level.

This coming year, with another right-to-work campaign being organized at the state level, it is the local unions that face the gravest danger. Get this across to the officers and members of any unaffiliated local union you may know about in your area. The weakness engendered by their isolation can eventually affect your own local.

In closing, let me thank all the officers and members of our affiliates for their cooperation during the past year and all the members of our staff at headquarters for the efficiency with which they have discharged their duties.

I trust that we will continue to work as a team to fulfill the obligations and to implement the programs that will be outlined for us through the deliberations of this Convention.

Respectfully submitted,

A large, stylized handwritten signature in black ink, reading "James P. Loughlin". The signature is written in a cursive style with large, sweeping loops.

Secretary-Treasurer

DEPARTMENT REPORTS

REPORT OF THE LEGISLATIVE DEPARTMENT

By: JAMES A. BROYER, *Director*

ALBERT G. CLIFTON, *Legislative Consultant*

When the deadline for filing bills for the 1966 Legislative Session ended on the first Wednesday of December 1965, 3812 measures had been filed, 3139 in the House and 673 in the Senate.

When the 1966 Session ended some 1276 bills had been added, 931 in the House and 355 in the Senate, making a total of over 5088 for the Session.

Note 1276 late filed bills were filed after the December 1, 1965 deadline. It requires a two-thirds vote of both Senate and House to have a late filed bill admitted. Excepted is legislation filed in a special message by the Governor and reports from Special Commissions and some state agencies.

The number of bills sent in yearly is being used as an argument to restrict the filing of bills to the first yearly session of a new legislature. In the second year only bills able to a rule suspension, messages of the Governor and some measures from State agencies, plus the Budget would be considered.

This would be a limiting of citizens' right of free petition, a distinctive feature of the Massachusetts legislative process, a tradition of long standing. It would be a staggering blow to the democratic processes Massachusetts citizens have long enjoyed.

Space here does not permit setting forth the many disadvantages to citizens and Labor more especially this change would bring.

Any such change should be vigorously opposed by the Mass. State Labor Council, AFL-CIO.

ANTI-LABOR LEGISLATION

Workmen's Compensation

House No. 1248: This measure is similar in purpose to bills filed with previous legislatures, namely to permit an insurer to discontinue Workmen's Compensation payments to an injured worker. It would allow an insurer to stop payments.

If the insurer voluntarily within thirty days of a notice of injury entered into an agreement and paid compensation either total or partial, and notified the Division of Industrial Accidents of the proposed discontinuance and the medical evidence in support thereof.

Should legislation of this type ever become law, the burden of proof would be placed on an injured worker to prove his incapacity to work because of a compensable injury, where now the burden of proof is on the insurer to prove the claimant is not incapacitated. It would further mean many months before the claimants appeal would be heard by the Board, and impose on the claimant financial burdens to advance his appeal.

Viewed in its proper perspective, the bill is a cold-blooded attempt to impoverish an injured worker and his family, thereby forcing him to take a compromised settlement at a lesser amount and relieving the insurer of any future liability.

House No. 1249 would place in the Workmen's Compensation Act, a statute of limitations. This would enable insurers to contest the claims arising

from the more serious and costly injuries, namely such as industrial poisoning, like Beryllium.

Modern medical knowledge has firmly established that death or total incapacity can result from exposure to some industrial processes and that the condition may not become apparent until many years after such exposure.

House No. 1250: A new approach to erecting obstacles the injured worker must surmount in order to obtain Workmen's Compensation. Under the provisions of this bill an injured worker would or could be denied a hearing if his claim was disputed simply because he could not get the medical evidence from an employer's clinic.

These three bills were referred to a Special Commission Study by a Resolve, House 3693. This Resolve was rejected in the House on July 21, 1966. This disposed of such legislation for 1966, but we can be sure similar bills will be introduced in 1967.

UNEMPLOYMENT COMPENSATION

There were five bills that definitely should be classed anti-labor. The Committee on Labor and Industries reported these measures for a study by a Special Commission under House Resolve No. 3715. The Joint Rules Committee gave House No. 3715 an adverse report: "Reference to the Next Annual." Acceptance of the report would have killed the bills, but the House refused to accept the Report and sent H. 3715 to their Ways and Means Committee, who reported an order for study, House No. 3920, by their Committee, House Ways and Means. The order was adopted. This probably means the end of these bills for this year, but they are still alive. If a Special Session is held later this year, it would be possible for one to slip through.

What would these bills do? They would put in the Massachusetts Unemployment Law, a number of methods to stop unemployed workers from getting benefits.

House Nos. 1014 and 1251 would bring back the harsh disqualification in Section 25 (E) that labor was successful in having removed from the Act some eight or ten years ago. House Nos. 1015 and 1247 would disqualify an unemployed worker if he were receiving an employer paid pension, retirement or annuity. If the employer had paid for a part of the program providing such benefits, the unemployed worker could possibly receive part of his unemployment benefits. It would depend on what the amount of the pension, retirement and annuity payments would be.

Senate No. 623 would stop a worker's unemployment benefits if he or she refused so-called suitable work. The present law is a tough one, but S263 is worse.

All these bills have tricky wording. Only experience as a worker denied benefits or a knowledge of how the law functions can make one aware of their inherent viciousness.

Injunctions

House No. 1245 is the identical type of bill that has been filed for the past several years in an attempt to again give employers the traditional weapon they were able to use for many years to break strikes and destroy unions. H. 1245 would delete subdivision (4) of Section 9A of Chapter 214 of the General Laws. Sub-division (4) requires an employer to prove to the courts that he is in compliance with any law relating to the labor dispute, and he has used the usual

responsible efforts to settle the dispute. If the employer is unable to show he has tried to settle, and has conformed to the laws governing labor disputes, he cannot get an injunction. Section 2 of H. 1245 says in effect to the courts, "disregard the letter and spirit of sub-division (4) (which Section 1 of H. 1245 would repeal) and go back to the former traditional practices of the courts in labor injunction cases."

House No. 1225. The intent of this bill is to enable an employer denied a temporary restraining (a temporary injunction) order to go to the Mass. Supreme Court on appeal with the hope that a decision may possibly be rendered that would weaken the present injunction law.

The Committee on Judiciary gave both these bills an adverse report which the House accepted, thereby killing the bills for 1966.

Powerful forces are behind such bills. We will have to fight similar measures for years to come. They hope that in some legislative session when anti-labor hysteria may be rampant, they will be successful in having such legislation enacted. 1967 could well be the year if the current county wide anti-labor propaganda should be successful. Make no mistake about the dangers of such legislation becoming law. It is a threat hanging over the heads of the Massachusetts Labor Movement.

Other Categories

Three bills filed by restaurant interests, House Nos. 630, 631 and 632, would weaken provisions of Chapter 149 of the General Laws relating to the employment of women and minors.

A fourth Bill, H. 629, would make changes in relation to Section 20C of Chapter 149 of the General Laws, that could cause trouble to unions in labor relation cases and quite probably could open an avenue where injunctions could be granted against unions under certain conditions. All four of these bills received adverse reports and were defeated.

The Mass. League of Cities and Towns filed House No. 803. The Mass. Selectman's Association filed House No. 807. Both these bills sought to repeal the law relative to collective bargaining in cities and towns.

The Mass. League of Cities and Towns also filed House No. 1009, a bill to regulate certain conditions of employment. The language of this measure would appear to give a city or town authority to establish some employee working conditions and removing such from the area of collective bargaining.

All three of these bills were given an adverse report and defeated.

LABOR BILLS ENACTED

House No. 199 amended Section 148 of Chapter 149 of the General Laws. Section 148 covers the Weekly Payment of Wages and is enforced by the Massachusetts Department of Labor and Industries and provides within the section for fines and imprisonment for violations of the section. House No. 199 provides that holiday and vacation payments under an oral or written agreement shall be included in the term "wages," thereby placing such payments under the protection of Section 148. Enacted as Chapter 319 Acts of 1966 it became effective August 30, 1966. House No. 397 was amended by House No. 3561.

House No. 3561 amended Section 152A of Chapter 149 of the General Laws by adding a penalty for violation of the Section and requiring restitution of amounts withheld in violation of the Section. Section 152A outlaws solicitation or acceptance by an employer or an agent of kickbacks from an employee or the

retention of tips and gratuities given for benefit of an employee. Enacted as Chapter 350, Acts of 1966 it became effective August 31, 1966.

House No. 395 was amended by the Committee on Labor and Industries and amends Section 24 of Chapter 151A of the General Laws. It provides that an unemployed person receiving unemployment compensation who becomes ill or disabled shall not be disqualified from receiving benefits for a two week period in a benefit year unless suitable work has been offered the claimant during the period of disability. Enacted as Chapter 528 Acts of 1966. It becomes effective November 14, 1966.

House No. 396, amended Section 25 of Chapter 151A of the General Laws. House No. 396 was amended by a substitute bill, House No. 3664, and provides that persons not part of a labor dispute, but who become unemployed because of a labor dispute, shall be eligible to receive unemployment benefits. Passage of this bill removes a long standing inequity in our unemployment insurance law. Enacted as Chapter 382, Acts of 1966, it became effective on September 10, 1966.

House No. 197 was amended by House No. 3858. House No. 3858 amended Section 29 of Chapter 152 of the General Laws and provided that Workmen's Compensation benefits shall be paid from the date of injury, if incapacitated to work for five days and the incapacity extends for six or more days. The law formerly required seven and eight days. Enacted as Chapter 578, Acts of 1966. It becomes effective November 27, 1966.

House No. 392 amended Section 36 of Chapter 152 of the General Laws. House No. 392, as amended provides for a five dollar (\$5.00) increase in the weekly amount payable for specific injuries covered by the Workmen's Compensation Act. All specific injuries received after the effective date of the Act, November 30, 1966 will get weekly compensation of twenty-five dollars (\$25.00). Enacted as Chapter 584, Acts of 1966.

MINIMUM WAGES

Chapter 151 of the General Laws, captioned Minimum Fair Wages, was amended in the closing days of the 1966 Legislative Session by the enactment of Chapter 679 Acts of 1966 increasing the amount of the hourly minimum wages as follows:

From \$1.35 to \$1.40 starting February 1, 1966

From \$1.40 to \$1.60 starting February 1, 1967

All wage board orders providing for less than the above amounts are increased to \$1.40 and \$1.60 on the date those rates become effective.

The minimums established by Chapter 679 apply to intrastate employment only. When the Congress amends the Federal Fair Labor Standards Act and provides for a rate as high or higher, the State Act makes our minimum rates apply to manufacturing.

Persons receiving gratuities received an increase from 85¢ an hour to 90¢ on September 5, 1966 under a law enacted last year.

Two measures that many union members have expressed much interest in were enacted in the closing days of the 1966 Legislative Session, namely:

An Act to Protect Employment applicants. The State Council filed House No. 1252 primarily to protect workers seeking employment through private employment agencies and to regulate such agencies in order to curb some of the abuses some such agencies have been guilty of.

H. 1252 was amended a number of times, and even as amended, was subjected to tremendous opposition.

The final draft of the legislation was not available as this report was compiled. Therefore, we cannot make a factual and definite statement of what the Act provides until a copy of the final draft is available. It can be stated however that it affords a protection for job applicants that was not in existence before its enactment.

The other measure provided for Medicaid, and its final draft is not available also. The purpose of Medicaid is to extend medical services to persons of low income, and it is important that a report of its provisions should only be rendered when a draft of the Act becomes available and studied.

Reports on these two Acts will be made at a later date.

TAXES

Chapter 14, Acts of 1966 was signed by the Governor on March 2, 1966 and declared an emergency law by him, making it effective on that date and now Massachusetts has a Sales Tax. Up until now it has not provided the amount of revenue its supporters claimed it would. This means that it will be only a matter of time and quite probably a short time at that before the rate will be increased from 3% to 4% or 5% and many items now exempted will be removed from their exemption status and taxed. This is the logical course Sales Taxes follow as evidenced by the experience in other Sales Tax States.

The enactment of the Sales Tax only two months after the start of the 1966 Legislative Session and the legislative battles that preceded the enactment was only the continuation of the long fight in the 1965 Legislative Session, the session that ended on December 31, 1965.

It has been estimated that in 1965 and 1966 over ninety roll calls were taken before the enactment on March 2nd this year. This gives some idea of the fight that preceded the Sales Tax Act.

Labor has stood steadfast in opposition to this unfair tax. It has filed a measure to repeal it so that the voters can act on it at the election in November this year. Vast sums are being spent to hold the Sales Tax and a state-wide organization has been formed to fight Labor's attempt to kill this tax. Who is putting up the money to keep Massachusetts a Sales Tax State? An interesting question. Perhaps if they were known, many who have little knowledge of the inequities of a sales tax and who have fallen for the propaganda of its proponents would have an abrupt change in their thinking .

BILLS REFERRED TO STUDY

A Special Commission had been working on bills relating to Workmen's Compensation. Thirty-three Workmen's Compensation bills were reported in House Resolve 3693 to be considered by the Special Commission, but the Senate rejected H. 3693 which ended any further consideration of measures relating to Workmen's Compensation for the 1966 Session.

While many of the bills in H. 3693 had considerable merit and should have consideration by a Commission, it is probably just as well the Resolve H. 3693 was killed as some of the Workmen's Compensation bills Labor opposed were in the study and in the closing days of a session could get by and become law.

Killed outright or Referred to a Study were the following State Council Bills:

House No. 192—to provide unemployment compensation for unemployment due to a labor dispute if the employer refuses to settle the dispute by arbitration.

House No. 194—to provide an unemployment benefit of 50% of an employee's average wage in a high quarter, said benefit not to exceed 60% of the average wage of workers covered by the Mass. Employment Security Act.

House No. 195—a non-occupational injury and sickness bill.

House No. 268—to deny employers found guilty of violations of the labor laws from receiving public contracts.

SUMMARY

We reprint the following from the summary of our 1965 report. It is even more pertinent today after reviewing some of the attitudes and incidents of the 1966 session.

We see changes that are not good, such as the talk of limiting the "right of free petition."

Labor must rely on itself to protect the gains that have been made in the legislative field. This is a fact that should be firmly established in the minds of every union member in Massachusetts.

Powerful forces are dedicated to destroying the effectiveness of our labor anti-injunction law. To date, we have repulsed them yearly but only after considerable effort by the State Labor Council and the cooperation of some local unions who understand the danger.

Further, each year attacks are made on the effectiveness of other labor laws. For example, the Workmen's Compensation and the Unemployment insurance, two laws that benefit and apply to all but a few Massachusetts wage earners. Note the moves each legislative session to weaken the protective laws for women and children.

In 1964 a law was enacted to give the "masonry" workers the benefits of the sub-bid procedure on public construction. This law had hardly started to operate before strong efforts were made to repeal it. We were able to defeat these efforts, but the fight was still on at this year's session.

A review over the past decade would reveal that Labor, as represented by the former AFL and CIO State Organizations and the merged Massachusetts State Labor Council, has, each session had to battle attempts to repeal or render ineffective existing labor laws.

The lesson to be drawn is that all unions of the AFL-CIO, affiliated and co-operating with the Massachusetts State Labor Council, is the only sure protection to our unions and their members.

Therefore, we again ask that affiliated unions establish legislative committees to the end that members can learn the importance of legislation to their well-being and how the legislative process operates.

For 1967, substantial increases should be sought for unemployment and workmen's compensation benefits, plus any improvements that should be made in the other features of these two laws that experience and study indicates.

REPORT OF DEPARTMENT OF EDUCATION AND RESEARCH

By: FRANCIS E. LAVIGNE, *Director*

Reporting the progress of the Department of Education and Research to the Ninth Annual Convention of the Massachusetts State Labor Council, AFL-CIO, your Director notes that its activities continue to expand and with the developing programs in the achievement of the Great Society new programs are becoming essential. Education within the labor movement like public education is a costly undertaking. Your Director has watched the rising costs over the years increase the difficulty in getting the message of organized labor into our schools and our colleges as well as to our local unions and the public-at-large.

I urge the delegates to this Convention to pay heed to the officers and staff who now recognize the financial problem which face organized labor in Massachusetts if we are to fulfill the demands for which the Council was created. Rise to the occasion and appropriate the funds necessary to carry on the work. No other State Labor Council can point to successful accomplishments in so many endeavors as can the Massachusetts State Labor Council, AFL-CIO.

Your Council pioneered in labor education in our school systems. The program is highly successful. The time has come when we must adjust it to the increased costs with which we are faced—printing, postage, literature, visual aids, speakers (labor representatives) in the classrooms, adjusting scholarships to meet the increased costs of college tuitions. Our objective “to have the school systems teach the subjects associated with ‘labor’ is being met. It will take more to teach the new generation which is totally unaware of the struggles of labor but which has grown-up and benefited from the success of its struggles.

The Harvard Trade Union Fellowship Program continues to attract the best of labor’s leaders in meeting the challenge of the future. But, again a program that was established in 1949 must undergo financial change to meet the increased costs. Your Department continues its assistance with other organizations in the presentation of the Employment of the Physically Handicapped. We maintain our association with the Massachusetts Higher Education Assistance Corporation in making loans available to students. The Department works unceasingly with the Commission on Racial Imbalance in education.

Our Labor Institute still provides the most outstanding opportunity for trade unionists to acquire knowledge and skill in meeting current labor problems. We continue our efforts in research in the field of Workmen’s Compensation and in the area of taxation and present in the following report some interesting statistics in the respective fields.

John F. Kennedy Memorial Scholarship

Since the adoption by the 1964 Convention of the “John F. Kennedy Memorial Scholarship” at \$1,000 local unions have continued to respond to the appeal that we may establish a permanent fund for this lasting memorial to President John F. Kennedy.

DONORS TO JOHN F. KENNEDY MEMORIAL SCHOLARSHIP FUND—1966

United Auto Workers Local 168, New Bedford	\$ 25.00
United Textile Workers of America Local 51, Lowell	25.00
United Steelworkers of America Local 5667, Worcester	25.00
Textile Workers Union of America Local 692, Plymouth	25.00

Milton Bradley Industrial Union Local 224, RWDSU, Springfield	25.00
Int'l. Union of Electrical Radio & Machine Workers Local 291, Salem	25.00
United Silver Workers Local 593, RWDSU, Taunton	25.00
Norwood Printing Pressmen's Union Local 35, Norwood	25.00
United Shoe Workers of America Local 2, Lynn	25.00
Boston Social Workers Guild, Local 509, Boston	25.00
Bridge & Structural Iron Workers Local 7, Boston	25.00
Bookbinders Local 176, Norwood	25.00
Plumbers & Pipefitters Local 275, Quincy	25.00
United Steelworkers of America Local 3724, Marlboro	25.00
United Furniture Workers of America Local 154, Gardner	25.00
Leather Workers International Union of America Local 295, Woburn	25.00
Textile Workers Union of America Local 342, South Barre	25.00
Textile Workers Union of America Local 1307, Fitchburg	20.00
Distillery, Rectifying, Wine & Allied Wkrs. Int'l. Union of Amer. Local 8, Boston	75.00
Amer. Fed. of State, County & Municipal Emp. Local 646, Wrentham	5.00
United Papermakers & Paperworkers of America Local 679, Fitchburg	5.00
United Steelworkers of America Local 2530, Worcester	5.00
Carpenters Local 1593, Concord	5.00
Bricklayers & Plasterers Local 36, Greenfield	5.00
Worcester Typographical Union Local 165, Worcester	5.00
Int'l. Bro. of Pulp, Sulph. & Paper Mill Wkrs. Local 453, Attleboro	10.00
Carpenters Local 444, Pittsfield	10.00
Int'l. Assoc. of Machinists Hassett Lodge No. 1420, Chicopee	10.00
Int'l. Bro. of Electrical Workers Local 256, Fitchburg	10.00
United Steelworkers of America Local 2394, Braintree	10.00
Int'l. Bro. of Boilermakers Local 29, Boston	10.00
Boston Moving Picture Machine Operators Local 182, Boston	10.00
United Shoe Workers of America Local 31, Haverhill	10.00
Int'l. Ladies Garment Workers Union Local 281, Lowell	10.00
Laundry Workers Union Local 64, Brockton	10.00
Amalgamated Clothing Workers of America Local 174, Worcester	10.00
United Steelworkers of America Local 2831, Boston	25.00
United Steelworkers of America Local 5641, Worcester	100.00
United Automobile Workers Local 422, Framingham	100.00
Int'l. Bro. of Electrical Workers Local 1505, Waltham	100.00
United Steelworkers of America Local 2936, Worcester	100.00
Industrial Union of Marine & Shipbuilding Workers of Amer. Local 5, Quincy	100.00
International Chemical Workers Local 616, Gloucester	10.00
Int'l. Union of Electrical Radio & Machine Wkrs. Local 268, E. Longmeadow	5.00
Pipefitters Local 408, Worcester	5.00
Int'l. Bro. of Boilermakers, Shipbuilders, Drop Forgers & Helpers & Black- smiths Local 1129, Gloucester	5.00
United Steelworkers of America Local 3962, Wilmington	100.00
Match Workers Union Local 18734, Springfield	100.00
Int'l. Bro. of Electrical Workers Local 1500, Chicopee	100.00
Textile Workers Union of America, Central Mass. Joint Board	100.00
Industrial Marine & Shipbuilders Local 90, Quincy	100.00
Amalgamated Clothing Workers of America Local 177, Fall River	100.00
Int'l. Hod Carriers & Bldg. Laborers of America Local 560, Waltham	100.00
Amalgamated Clothing Workers of America Local 377, New Bedford	100.00
Cooks & Pastry Cooks Assoc. Local 186, Boston	100.00
Laundry & Dry Cleaning Int'l. Union Local 66, Boston	100.00
United Papermakers & Paperworkers Local 355, Fitchburg	25.00
United Steelworkers of America Local 3635, Worcester	25.00
AFSC & ME Local 464, Norfolk (Mass. Correctional Institution)	25.00
Brockton Typographical Union Local 224, Brockton	25.00
Boston Typographical Union Local 13, Boston	25.00
Int'l. Asso. of Firefighters Local 718, Boston	25.00
Hotel, Catering & Waitresses Local 277, Boston	20.00
Laundry & Dry Cleaning Int'l. Union Local 246, Salem	25.00
Allied Industrial Workers of America Local 839, Middleboro	10.00

Boot & Shoe Workers Local 790, Ware	10.00
Int'l. Bro. of Electrical Workers Local 284, Pittsfield	10.00
United Shoe Workers of America Local 24, Worcester	10.00
United Shoe Workers of America Local 91, Lawrence	10.00
AFSC & ME Local 1098, Danvers	10.00
Textile Workers Union of America Local 796, Milford (Millis)	5.00
Lowell Typographical Union Local 310, Lowell	5.00
AFSC & ME Local 1462, Provincetown	5.00
Woburn Fire Fighters Ass'n. Local 971, Woburn	10.00
Directly Affiliated Labor Union Local 24025, Westfield	10.00
Amalg. Meat Cutters, Butchers, Food Store And Allied Wkrs. Local 2, Natick	25.00
Greater Lynn Labor Council, AFL-CIO, Lynn	25.00
United Steelworkers of America, Local 5683, Worcester	10.00
Norfolk County Labor Council, AFL-CIO	25.00
Amalgamated Clothing Workers of America, Local 309, Fitchburg	10.00
Retail Store Employees Union Local 711, Boston	25.00
Construction & General Laborers' Union, Local 385, New Bedford	5.00
United Papermakers and Paperworkers, Local 880, West Groton	25.00
Amer. Bakery & Confectionery Wkrs. Local 20, Boston	75.00
United Automobile Workers Local 899, New Bedford	25.00
AFSC & ME (Grafton State Hospital), Local 665, North Grafton	5.00
Int'l. Union of Electrical Radio & Machine Wkrs. Local 255, Pittsfield	100.00
Amalg. Meat Cutters, Butchers, Food Store And Allied Wkrs. Local 2, Natick	25.00
Int'l. Assoc. of Machinists Local 1836, Waltham	50.00
United Steelworkers of America Local 3234, Worcester	100.00
Amalg. Meat Cutters, Butchers, Food Store & Allied Wkrs. Dist. 2, Natick	25.00
Amalgamated Clothing Workers Local 378, Leominster	100.00
Amalgamated Clothing Workers Local 559, Lowell	100.00
United Steelworkers of America Local 2831, Boston	75.00

Eighth Annual Scholarship Award Program Massachusetts State Labor Council, AFL-CIO

The examination was given on April 14, 1966, in 281 high schools, with 2,812 students completing the examination.

The following lists the first eight winners in order and the awards which they will receive:

FIRST WINNER:

JOSEPH TWAROG—Holyoke Catholic High School
JOHN F. KENNEDY MEMORIAL
SCHOLARSHIP \$1,000.00

SECOND WINNER:

William C. McKenna—Holyoke Catholic High School
Massachusetts State Labor Council, AFL-CIO 500.00
Boston Typographical Union No. 13, J. Arthur
Moriarty Award 75.00
Boston Typographical Union No. 13, Clarence H.
Demar Award 50.00
Holyoke Central Labor Council 100.00
Chicopee, Holyoke, Westfield—Bartenders, Hotel,
Motel Cafeteria & Restaurant Employees Inter.
Union No. 116 100.00

THIRD WINNER:

Theresa Willemain—Holyoke Catholic High School
Massachusetts State Labor Council, AFL-CIO 500.00
Boston Typographical Union No. 13, J. Arthur
Moriarty Award 75.00
Boston Typographical Union No. 13, Clarence H.
Demar Award 50.00

FOURTH WINNER:

Richard M. Cohen—Quincy High School
William T. Fitzgerald Award 100.00

Massachusetts State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Pro- prietors, International Union of America	100.00
Norfolk County Labor Council—William A. Curtain Award	200.00

FIFTH WINNER:

Chris Loizides—Lynn English High School	
Greater Lynn Central Labor Council	200.00
Lynn Teachers Union Local 1037, AFT—Lynn English Award	150.00

SIXTH WINNER:

William A. Mullen—Lowell High School	
Hoisting and Portable Engineers, Local 4, Boston	100.00
Lowell Central Labor Council—Edward C. Eno- John H. Griffith Scholarship	100.00

SEVENTH WINNER:

Robert Kenney—Braintree High School	
Utility Workers Union of America Local 387, Boston Francis A. Kennedy Memorial Award	200.00

EIGHTH WINNER:

Philip G. Holthaus—Hingham High School	
Retail Clerks International Association No. 711, Boston	200.00

AREA AWARDS

Anne Clark—Amesbury High School	
Amesbury Classroom Teachers Association No. 1033, Amesbury	200.00
Arthur E. Madore—Cathedral High School, Boston	
Greater Boston Mass. Labor Council	100.00
Eugene Povirk—Boston Technical High School	
Boston Teachers Union Local 66, AFT	100.00
Janet Rich—Brockton High School	
Brockton Central Labor Council	250.00
Robert C. Mosher, Jr.—Chicopee High School	
Chicopee, Holyoke, Westfield—Bartenders, Hotel, Motel Cafeteria & Restaurant Employees International Union No. 116—Chicopee Award	100.00
Jessica Ross—Haverhill High School	
Greater Lawrence-Haverhill Central Labor Council	100.00
Judith Emmert—Lawrence High School	
Lawrence Teachers Union Local 1019, AFT	100.00
R. Douglas Moulton—Lynn Classical High School	
Lynn Teachers Union Local 1037 AFT—Lynn Classical Award	150.00
Michael W. Eddy—Lynn Trade High School	
Lynn Teachers Union Local 1037 AFT—Lynn Trade Award	150.00
Daniel P. Brown—New Bedford High School	
Greater New Bedford and Cape Cod Labor Council	250.00
Susan F. Browne—Gardner High School	
North Worcester County Central Labor Council	300.00
Nancy Rita Healey—Granby Jr.-Sr. High School	
Northampton Central Labor Council, 1st Award	100.00
Ellen Heller—Northampton High School	
Northampton Central Labor Council, 2nd Award	100.00
Frederick A. Meier—Salem Classical & High School	
Salem Teachers Union Local 1258, AFT	200.00
Kathleen Korzenowski—Somerville High School	
South Middlesex Central Labor Council	100.00
Ian B. Thomson—Springfield Technical High School	
Springfield Teachers Union Local 484, AFT—Agnes C. Reavey Award	100.00
Springfield Central Labor Union (Ind.) J. Raymond Britton-John F. Gately Award	250.00
Brian Krutka—Westfield High School	
Westfield Central Labor Council	100.00
Chicopee, Holyoke, Westfield—Bartenders, Hotel, Motel Cafeteria & Restaurant Employees Inter. Union No. 116—Westfield Award	100.00

Judith Mary Robidoux—Leicester High School Worcester Mass. Labor Council, 1st Award	100.00
Arthur Jackman—Northbridge High School Worcester Mass. Labor Council, 2nd Award	100.00

We continue to solicit central labor councils, building and construction trades councils and local unions to apprise themselves of the value of this program and to join with others in the availability of scholarships that we might broaden its scope and provide additional incentives to the students in our school systems to study labor history, labor-management relations, labor law, and other associated subjects which will enable them to understand the problems involved in industrial relations.

Harvard Trade Union Fellowship Program

This program universally recognized as the outstanding labor training program in the world continues to attract trade unionists from every segment of the labor movement. The program was inaugurated by Convention action to commemorate the memory of Robert J. Watt a former Secretary-Treasurer of the Massachusetts Federation of Labor and subsequently the United States Government Labor Representative in the International Labor Organization at Geneva, Switzerland.

Established in 1949 at \$1,500 per fellowship, it must now be brought up to date consistent with the increased costs for supporting a fellow in the program. The Council assumes the responsibility for one fellow in the spring session and one fellow in the fall session. The Harvard Trade Union Alumni assume the financial responsibility for the third fellow who is selected from the applicants, a Massachusetts trade unionists, who applies for the fellowships made available for the State Labor Council.

This year there were 21 applicants.

“Francis E. Lavigne, Director
Department of Education and Research
August 25, 1966

After reviewing the information provided by the letters and the personal interviews with the candidates and in conformity with the “basis for selection” rules as applied, we recommend the following:

ROBERT J. WATT FELLOWSHIP

Charles Arena, President, Local No. S-2 (Logan Airport) International Association of Fire Fighters, East Boston

MASSACHUSETTS STATE LABOR COUNCIL AFL-CIO MEMORIAL FELLOWSHIP

John Laffin, Financial Secretary, Local No. 20 American Bakery and Confectionery Workers International Union, Boston

HARVARD TRADE UNION ALUMNI FELLOWSHIP

Maurice Murphy, Business Manager, Local No. 326, International Brotherhood of Electrical Workers, Lawrence

The Advisory Board regrets that it could select only three of the applicants. The high caliber of those who aspired for further training in their desire to serve in a better way the labor movement made our chore extremely difficult.

Signed

M. NORCROSS STRATTON, *Chairman*
JOSEPH P. O'DONNELL
JASPER T. GRASSA

Eighth Annual Labor Institute

The campus of the University of Massachusetts provided the background for the Eighth Annual Labor Institute which was attended by one hundred representatives of local unions. The Institute dealt with many subject matters. "The Business Boom: Its Effect on American Workers" was discussed by Rudolph Oswald of the Department of Research of the AFL-CIO. "Trends in Workmen's Compensation" held the student's in rapt attention during the entire morning session when Attorney Bernard Cohen, a member of the Workmen's Compensation Section of the American Trial Lawyer's Association, discussed the problems and answered the questions of those in attendance.

"Labor and the Massachusetts Legislature" found Senator Philip A. Graham, the Republican Floor Leader of the Massachusetts Senate, making his final appearance in that capacity. Senator Graham has appeared at numerous Institutes to express his Party's views on labor legislation and while they not always coincided with the views of those present his adverse comments and his sharp retorts in the debates have served to educate our people. This year Senator George V. Kenneally, Jr., Chairman of the Committee on Taxation defended labor's legislative program.

At the conclusion of the debate the students stood in tribute to the Senators and a resolution was offered from the floor that the Director take cognizance of the unselfish manner in which Senator Graham has over the years participated in the programs of the Labor Institute and that he be empowered to present a suitable remembrance to Senator Graham.

The Sunday morning session found Sherman G. Sass, Vice President of the Martin E. Segal Company expounding on the "Trends and Pressures—Health, Welfare and Pension Bargaining and Professor Abraham Siegel of the Massachusetts Institute of Technology discussing the "Future of Collective Bargaining."

The social events in connection with the Institute were presided over by Sidney LeBow of the Lowell Central Labor Council ably assisted by Paul Doyle and Robert White of the Lowell Central Labor Council.

New England Economic Education Council

The New England Economic Education Council continues to function in providing education in the area of economics sadly lacking in our school systems. The Council is aware of this problem and is endeavoring to encourage teachers to acquire training in the subject matter so that they might be better qualified to teach economics in the school systems. Your Director of Education serves as the Secretary of the Council and has the opportunity to advise the Committee on matters pertaining to "Organized Labor" and in this capacity has the opportunity to lecture teacher groups and students in colleges and high schools. It provides a real opportunity to put forth labor's point of view, particularly, in the area of collective bargaining as well as the historic role of labor in the economic growth of our nation.

The Massachusetts Higher Education Assistance Corporation

Your Director serves as a member of the Board of Directors of the Massachusetts Higher Education Assistance Corporation, often times known as "HELP." We have solicited local unions for contributions to the guarantee fund which permits commercial banks to loan 120 times the amount of money which is in the fund. "FOR EVERY \$1,000 THAT IS AVAILABLE, \$120,000 CAN BE LOANED TO THE STUDENTS."

It is the sons and daughters of working people or the normal student who is compelled to seek this financial aid to further their education, many of whom are the sons and daughters of the members of our Trade Unions.

As the number of students attending college increases, the demands on this fund have become greater. Thus the consistent necessity of increasing the Guaranty Fund.

I urge all of the local unions affiliated with the Massachusetts State Labor Council to take cognizance of this need and respond to the solicitation which will be made during the month of November. Labor can point with pride to its assistance of students in this program.

The Employment of the Physically Handicapped

The employment of the physically handicapped has become a project in which the AFL-CIO has become deeply concerned. The Massachusetts State Labor Council has joined forces with the Disabled American Veterans, the Massachusetts Division of Employment Security and the President's Commission on the Employment of the Handicapped to sponsor educational programs in the school systems to acquaint youngsters with the necessity of providing opportunities for those afflicted with physical handicaps. The program enables us to instill in the minds of high school students the importance of "safety on the job" as a prelude to acquiring knowledge of the Workmen's Compensation law and the extent of industrial accidents which occur in our state annually. We also point out the programs for retraining the injured worker with rehabilitation programs so that they can enjoy a useful life.

In conjunction with this program the Massachusetts State Labor Council again responded to the request of President Meany to sponsor the winner of the essay contest award in an all expense-paid trip to Washington, D.C. for the annual meeting of the President's Commission on the Employment of the Handicapped. This year's winner was Miss Elizabeth A. McLane, a senior at Barnstable High School. Miss McLane also received the first prize of \$125. Second prize of \$75 was awarded to Miss Jane Davidson of Swampscott High School and the third award of \$50 went to Martha Ann Brine of St. Chretienne Academy. Miss McLane was accompanied on the trip to Washington, D.C. by her mother and enjoyed the hospitality extended by Senator Edward Kennedy and Congressman Hastings Keith and were tendered luncheons in the Congressional Dining Rooms at the Capitol.

Harold Russell, National Chairman of the President's Commission the employment of the Physically Handicapped appeared before the Executive Council to explain the necessity for this program. Mr. Russell is a former member of Meat Cutters Local No. 592 of Boston, a double amputee veteran, former National Commander of the Disabled American Veterans and played the lead role in the film, "The Best Years of Our Lives."

The Massachusetts Conference on Children and Youth

The Massachusetts Conference on Children and Youth is a conscientious committee organized by the legislature of the Commonwealth. It functions in an advisory capacity to the state in promoting beneficial legislation and programs for the children and young people of the Commonwealth. A major portion of its efforts in the past year was devoted to developing sweeping changes in our administration of Public Welfare in this state. Children, as it was pointed out, suffer in many areas because of inadequate and substandard welfare programs, much of which is created by the different systems of administration utilized in the various cities and towns. The bill was first introduced as Senate 813 and reported out by the Public Welfare Committee of the General Court and after a hearing by the Joint Committee of State Administration was reported out as S 963. There were some faults in the bill as reported out particularly with reference to personnel employment by the various cities and towns. As a result, the bill has been referred to a commission study which will endeavor to resolve the administrative problems of personnel and report to the 1967 session of the legislature.

Workmen's Compensation

Your Director has continued to study the cost of administering Workmen's Compensation in Massachusetts. I point out that the most recent available figures for the Department of Banking and Insurance clearly indicate that organized labor at the bargaining table continues to fill coffers of the insurance companies handling industrial accident insurance. The figure for the fiscal year 1962-1963 shows an increase of roughly \$5,000,000 in the total premiums paid insurance companies over the fiscal year 1961-1962. The indemnifications to injured workers decreased over \$400,000 and medical payments showed only a slight increase of \$125,000. Safety programs are proving their value.

IT IS UNTHINKABLE THAT WORKMEN'S COMPENSATION WAS ESTABLISHED TO CREATE \$25 MILLION IN PROFITS ANNUALLY FOR INSURANCE COMPANIES.

With data processing equipment available it would seem that the financial statistics on industrial accident insurance could be more up to date. The Council should give serious consideration to filing meaningful legislation to bring about a state fund for workmen's compensation.

Workmen's Compensation Premium, Indemnity and Medical Analysis—1951-1963

Period	Total Payrolls	Total Premiums Paid to Insurance Cos.	Total Indemnifications Paid Out	Premium Per Cent of	Total Medical Payments	Premium Per Cent of	Total Percentage of Indemnification and Medical Payments
7/1/51-6/30/52		\$55,008,708	\$23,508,154	43%	\$ 9,946,563	18%	61%
7/1/52-6/30/53		59,939,384	24,830,624	41%	10,575,315	17%	58%
7/1/53-6/30/54		62,285,383	23,048,861	39%	9,982,112	15%	54%
7/1/54-6/30/55	\$4,376,327,556	66,612,121	24,269,929	36%	10,438,649	15%	51%
7/1/55-6/30/56	4,697,503,080	70,944,327	25,051,976	35%	11,593,325	16%	51%
7/1/56-6/30/57	4,825,007,771	70,983,662	25,687,619	36.1%	12,070,757	17%	53.1%
7/1/57-6/30/58	5,254,632,036	68,139,609	25,504,626	37.4%	12,049,100	17.6%	55%
7/1/58-6/30/59	5,837,467,969	71,664,091	28,525,238	39.8%	13,568,705	18.8%	58.6%
7/1/59-6/30/60	6,156,665,539	80,154,806	31,710,702	39.5%	14,419,137	17.8%	57.3%
7/1/60-6/30/61	6,389,022,055	83,182,378	33,930,990	40.7%	15,141,716	18.2%	58.9%
7/1/61-6/30/62	6,770,430,225	89,645,308	36,997,735	41.2%	15,861,443	17.6%	58.8%
7/1/62-7/1/63	6,905,898,749	94,509,283	36,573,610	38.7%	16,073,104	17.01%	55.71%

Taxation

With the decline of the taxation debate and a clear indication that the members of both political parties show an utter lack of motivation to discuss tax raising methods despite the presence on the ballot of the repeal of the sales tax placed there by the 75,000 signatures obtained by the Massachusetts State Labor Council, AFL-CIO, I again submit a chart entitled "Sources of Massachusetts Tax Revenue for the Fiscal Year 1966- State and Local," in doing so "to give the lie" to those who constantly scream that labor proposes social programs but fails to provide the funds to finance them.

Note the growth in tax collection by the Commonwealth in the past ten years from \$319.3 million to \$768.4 million. The major gains have been made in the taxes on personal income and the taxes on commodities sold, which in effect are sales taxes on motor fuels, cigarettes, alcoholic beverages, and meals. Add to this roughly \$75 million which working people will be compelled to pay in the sales tax annually and you have clear indication that the working people through production and services are contributing more than their share in supporting our state government.

Your Director notes this year that the Department of Corporations and Taxation has included in tax collections taxes paid on real estate and personal property and the excise taxes on motor vehicles all of which are retained by the cities and towns an amount in excess of \$1,079.3 millions.

Without production and services performed by working people in this Commonwealth, which is the greatest source of our tax base the support of government functions would be sadly diminished.

SOURCES OF MASSACHUSETTS TAX REVENUE FOR FISCAL YEAR 1966

TYPE OF TAX	1966 IN MILLIONS	PERCENT OF TOTAL
<i>Taxes on Property</i>		
Real Property	\$ 881.4	47.70
Personal Property	82.8	4.48
Excise on Motor Vehicles	115.1	6.23
Total	\$1,079.3 (1)	58.41
<i>Taxes on Business and Privileges</i>		
Corporate organization and corporation annual report	\$ 2.6	.14
Corporation excise (income and capital)	135.7	7.35
Utilities franchise	9.1	.49
Insurance	25.7	1.39
Alcoholic beverages licenses4	.02
Motor vehicle fees	36.9	2.00
Commercial banks, trust companies, savings banks and finance companies	13.9	.75
Total	\$ 224.3	12.14
<i>Taxes on Commodities Sold</i>		
Gasoline	\$ 111.4	6.03
Alcoholic beverages	35.8	1.94
Cigarettes	58.3	3.15
Meals	13.7	.74
Sales and Use	16.6	.90
Total	\$ 235.8	12.76

Tax on Personal Income

Personal income	\$ 253.9	13.74
Total	<u>\$ 253.9</u>	<u>13.74</u>

Tax on Transfers by Inheritance

Inheritance and estate	\$ 34.9	1.89
Total	<u>\$ 34.9</u>	<u>1.89</u>

Miscellaneous Taxes

Racing	\$ 15.6	.85
Deeds excise	1.9	.10
Abandoned property4	.02
Room occupancy excise5	.03
Urban redevelopment excise	1.0	.05
Miscellaneous1	.01
Total	<u>\$ 19.5</u>	<u>1.06</u>
Grand Total	<u>\$1,847.7</u>	<u>100.00</u>

(1) 1965 Calendar figures—Assessments, not collections.

September 6, 1966

The schedule below shows the total tax revenue for the fiscal years 1956-1966 clearly indicating the ability of the state to raise taxes—an increase of over \$449,400,000.

Total All Taxes — 1955-56	\$319,311,993
1956-57	360,196,468
1957-58	386,256,586
1958-59	386,451,034
1959-60	446,980,191
1960-61	460,682,264
1961-62	491,560,332
1962-63	517,001,731
1963-64	545,039,150
1964-65	597,346,965
1965-66	768,400,000

A breakdown of the above is available at the Department of Education and Research.

Conclusion

The Department of Education and Research is grateful for the cooperation it has received from the Executive Council throughout the past year. I am grateful too for the assistance rendered by all of the Department Directors which was so graciously proffered when requested. It is the hope of your Director to expand the programs which we are currently undertaking and to develop additional projects consistent with the development of the "Great Society," the enhancing of the Willis Report, the developing of programs for higher education and the provision for retraining and development for adults.

I have continued to accept speaking engagements with Service Clubs, Veteran Organizations and Civic Groups to discuss "Labor's Role in America's Economic Growth."

I would be remiss if I failed to give proper recognition to all of the girls in our office who have given of their time and effort to do the many chores which make educational programs function successfully.

COPE DEPARTMENT REPORT

By: JOHN A. CALLAHAN, *Director*

This is my first Convention Report as Director of the COPE Department. It is to be expected, of course, that anyone starting out on a new job will go through a period of getting adjusted. I cannot say, however, that I encountered any great difficulty. There were two factors working in my favor. First, having served previously as vice president and as president of the former Massachusetts Federation of Labor and as executive vice president of the Massachusetts AFL-CIO Council since its inception, even while serving as Commissioner of Labor and Industries, I was well enough versed in the affairs of the Council and its various departments to tackle my new job with some understanding of its requirements. Second, this being an election year when COPE activities require the sponsoring of our biennial Gompers-Murray Dinner, the challenging demands left no time for hesitancy.

When I came on the job shortly after the 1965 Convention, the sales tax fight was at the boiling point on Beacon Hill. Lobbying at the State House up to the end of the year naturally preempted all other activities, often requiring staying on the job until late hours in the night.

The first of the year, while the Legislature was in recess, I was able to start planning for the Gompers-Murray Memorial Dinner. This essential function of our COPE activities in Massachusetts requires much time and effort in the planning stage—but the most important requirement in making it a success is getting the cooperation of the local unions throughout the state.

The decision of the Council to seek repeal of the sales tax after it was enacted and signed into law necessitated an interruption in my work on the Dinner. When I was assigned as chief coordinator in the campaign for sufficient signatures to get our repeal referendum on the ballot, it marked the beginning of a whole month of dawn to late evening work, which could not be postponed as we were racing against time all the way to reach our goal.

You will find more details on this drive in the Report of the Committee on Taxation. We did achieve our objective—but not without going through many a tense hour of uncertainty and doubt. I was constantly in touch with the coordinators in all districts but they could not possibly relay any definite information except as to the number of petitions in circulation and the number of volunteer workers they had in the field. It was not until a day or two before the deadline for filing the signatures that I could assure the officers of the Council with any degree of confidence that we had more than enough valid signatures.

I want to say here that while I may have had to sweat it out for a whole month, the experience has convinced me more than ever that we can depend on our fellow trade unionists here in Massachusetts when the chips are down and there is a tough job ahead. I want to thank everyone who helped and co-operated in our signature campaign and I hope that the voters of Massachusetts do as well when they face the question themselves in November.

On March 21st, the annual Area COPE Conference was held in Boston. The area covered by this conference takes in Massachusetts, Connecticut and Rhode Island. The keynote of the conference was that an all-out drive must be made this year to re-elect all liberals in Congress. More than 650 delegates attended the conference. Senator Edward M. Kennedy and Congressman Donald Erwin of Connecticut's Fourth Congressional District were guest speakers and panelists

in a question and answer period. Both were straightforward in their insistence that Section 14 (b) of the Taft-Hartley Act must eventually be repealed.

Our Samuel Gompers-Philip Murray Memorial Dinner at the Statler-Hilton in Boston on May 28 turned out to be a tremendous success despite the fact that arrangements for the affair had to be squeezed into a rather tight schedule of other important matters. I was fortunate to be able to have the eldest son of the famous FDR, James Roosevelt, as our guest for the evening. The former California Congressman and Ambassador to the United Nations is a forceful speaker somewhat reminiscent of his great father. His thought-provoking address was repeatedly interrupted by spontaneous applause.

The next order of business this year was to get ready for active work in the election campaigns. We have as in the past worked on a two-for-one formula with National COPE and we have received a gratifying response from the locals and central labor bodies.

There was some confusion for some time over our newly-adopted policy of endorsement in the primaries but the matter has been cleared satisfactorily for the most part and it is my hope that unity in our political activities will always remain the by-word of all responsible labor officials—for without it we become vulnerable targets for the forces of reaction who are always on the alert and ever ready to exploit our weak points.

Because of the constitutional changes adopted by last year's Convention to give all officers of the Council two-year terms, we are combining this year's Convention with our biennial COPE Endorsement Conference. At this writing, we have seen the results of a very lively Democratic primary election and all indications are that the people of Massachusetts will have an excellent opportunity at the polls this year to elect more liberals both at the national and at the state level.

I cannot speak for the entire COPE Committee in this Report—but I am confident that the candidates we endorse at this Convention will be the best possible choice and that we will follow our endorsements with active and enthusiastic support until their election in November.

Again I want to thank all of the locals and central labor bodies throughout the state who have made my job a little easier and more pleasant by their cooperation. I want to thank also my colleagues in the office and the secretarial staff for their assistance and cooperation throughout the whole year.

REPORT OF THE DEPARTMENT OF PUBLICATIONS AND PUBLIC RELATIONS

By GERARD KABLE, DIRECTOR

The fifth edition of the International Labor Press Association (ILPA) Directory lists 400 member publications compared with 350 previously listed. This means that somewhere new labor publications have been launched or simply that some already existing publications have decided to become members. This increase in membership was not reflected in the Massachusetts list. This edition lists only two publications from this state—our own Newsletter and Local 277 Reporter, the excellent publication issued by Local 277 of the Hotel and Restaurant Employees and Bartenders International Union in Boston.

There are, of course, other labor publications in Massachusetts that are

not members of ILPA but the decrease in ILPA members does indicate a loss as well as the possibility that financial problems exist. On February 18 we received a notice that Valley Echo had ceased publication. This was the monthly newspaper owned by Local 1365 of the Communications Workers in North Andover. The extent of this particular loss can be determined by the fact that it had a circulation of 7,000.

To mention only two of the excellent publications in Massachusetts that are not members of ILPA but are issued regularly, there are The Spotlight of Local 780 of the State, County and Municipal Employees (Mass. Dept. of Public Works Engineers) and the 201 Electrical News published by IUE Local 201 at the General Electric in Lynn.

The problems faced by the labor press are summarized by Ray Davidson, president of ILPA and editor of the OCAW Union News of Denver, Colorado, in the Preface of the Directory. Speaking of the 400 publications listed he writes:

"Those who are interested in the labor press should look at the actual publications behind this list. Scan a sample of each one and you will find an amazing variety—a much greater variety than among the approximately 2,000 daily newspapers of the United States and Canada.

"Some of these publications are excellent. Some are terrible. You won't read that last sentence above the signature of an official of the American Newspaper Publishers Association. That's the difference between the International Labor Press Association and other publishers' associations: we admit we have a long way to go.

"More important, however, than the broad variation in quality among these 400 labor publications is the great variety in content, style and approach. We are proud of these differences. It shows that we are not conformity-bound. Those who would call us 'the kept press' might reflect on that statement and its implications.

"Money lies at the root of some—but by no means all—of our variations. Perhaps the best-financed of these publications is a tabloid, usually 12 pages, issued weekly by a large international union. It has a staff of half a dozen well-qualified professionals and it is printed in a modern offset plant. Does this mean luxury? Not at all: any one of several major corporations employing the members of that union spends more on its company house organ.

"At the other extreme there are small community and local union publications written and edited on a part-time basis by men who work in the shops and who have taught themselves a little journalism. Some of these are printed on equipment dating back to the turn of the century. And many of them are interesting, provocative and stimulating."

I recall that in my Report to the Sixth Convention in 1963 I urged all local unions to make every effort to publish some sort of paper for their own members, pointing out that the format must, of course, depend on the financial structure of the local. "But even where there isn't much money in the treasury," I wrote, "the possibilities should be explored." I am sure that in many locals some bright young fellow who worked on his high school paper could be found to try his hand at it.

Ray Davidson, conceding that some expensively printed labor publications are dull and their art is often only skin deep, points with pride "to many modest-budget publications that attract the eye and intrigue the mind."

"Not since pioneer printers hauled their hand presses westward in oxcarts,"

he writes, "have so few editors accomplished so much with so little in resources. Yet the pioneers had an advantage—little competition for the readership of their modest sheets. We compete with the fat newspapers, the four-color magazines and the opiate of the idiot-box in the living room."

There is currently a study being made into the feasibility of launching community papers to expand the voice of labor in print. Kenneth Fiester, secretary-treasurer of ILPA, spoke on the subject on AS WE SEE IT, the AFL-CIO public service program broadcast by the ABC radio network.

"There is a great need," he said, "for more and better community weeklies. We are engaged now in a study of what there is and ought to be, how such papers should be financed, how much they will cost, and what not. We hope to attract the interest of our principals, the leaders of the AFL-CIO and its international unions, to further this goal of more and better community papers."

As examples of the way in which labor community papers could function he pointed out that they could give more information than most of the established weekly and daily press on Federal Trade Commission orders against advertisers and products; that they could cover city hall and the state legislatures with emphasis on developments and measures of special importance and interest to wage earners, consumers and the community.

There is no doubt that there would be more objectivity in this kind of publication than you can ever hope to find in publications that owe their very existence to the big advertisers.

LABOR LAW DEVELOPMENTS DURING PAST YEAR

By: ROBERT M. SEGAL, *Counsel*
of Mass. State Labor Council, AFL-CIO

1. Introduction

The labor law field during the past year was dominated by federal developments as has been true for many years. Fourteen decisions by the U.S. Supreme Court and one major piece of federal labor legislation overshadowed the few labor law decisions and the minor legislative developments on a state level.

2. Decisions by U.S. Supreme Court

Of the fourteen decisions in the labor law field, four involved preemption, three dealt with procedural matters under the N.L.R.A., two involved issues under the Railway Labor Act, four dealt with technical and narrow problems under several federal labor statutes while the other was concerned with the residence of unions for diversity purposes in federal court cases.

In the four preemption cases, the Court spelled out several areas for state court action in labor matters. In *Linn v. Plant Guard Workers*, 86 S.Ct. 657 (1966), the Court held that a supervisor could bring libel action for damages against a union for malicious propaganda used in a union organizing campaign even though the union campaign may be governed by the National Labor Relations Law. In *Hanna Mining Co. v. Maine Engineers Beneficial Association*, 86 S.Ct. 327 (1965), the Court held that state courts can act under state law in labor cases involving unions of supervisors, who are not covered by the N.L.R.A. In the third preemption case, *United Mine Workers v. Gibbs*, 86 S.Ct. 1130 (1966), a former supervisor's jury verdict of \$71,000 compensatory and \$100,000 in punitive damages against the International in the federal courts for loss

of employment due to violence and secondary boycott activities was reversed because it covered the peaceful picketing beyond the first two days of violence and also because of Section 6 of the Norris-La Guardia Act which required "clear proof" of authorization or participation in the violence by the International. In *Brotherhood of Locomotive Engineers v. Chicago, Rock Island and Pacific RR Co.*, 86 S.Ct. 594 (1966), the Court held that the railroad compulsory arbitration act of 1963 with its consequent award by the arbitration board relative to railroad work rules did not preempt the field, and the full-crew laws of the states were not superseded by the federal law.

In *Steelworkers v. Bouligny*, 86 S.Ct. 272 (1965), the Court upheld its long standing holding that labor unions as voluntary unincorporated associations could not be regarded as citizens of a state for diversity purposes, so that individual actions for libel, violence and similar causes involving unions have to be tried in the state rather than federal courts.

In several procedural cases, the Court held that the successful party before the NLRB in unfair labor practice proceedings has a right to intervene in the Circuit Court of Appeals where the Board order is up on appeal for review. This means that a union which has won a Board case, either as respondent or a charging party, involving unfair labor charges can intervene in the Court case when the NLRB order is on appeal.

In the two railway labor act cases, (*Gunther v. San Diego & Arizona Eastern Ry. Co.*, 86 S.Ct. 368, 1965 and *Ry. Employees v. Florida E. Coast Railway Co.*, 86 S. Ct. 1420, 1966), the Court respectively upheld the finality of the decisions of the Railroad Adjustment Board in individual grievance cases and the right of a struck-bound carrier to effect substantial changes in the outstanding collective bargaining contract to facilitate continued operations with strike replacements in spite of Section 2, Seventh of the Railway Act which provides that changes in pay, rules or working conditions must be changed in accordance with the notice, negotiation, mediation and other requirements of the Act.

In another case, *United Auto Workers v. Hoosier Cardinal Corporation*, 86 S.Ct. 1107 (1966), the Court held the state statute of limitations applies in federal court suits by unions involving collective bargaining contracts. In four other cases, the Court dealt with such narrow and technical issues as the meaning of "retail or service establishments" under the Fair Labor Standards Act, the calculation of length of service for separation pay under the Selective Service Act, exclusive jurisdiction under the Admiralty, and venue under the Jones Act.

In brief, the last term of the Court extended the powers of the States to grant tort remedies for union conduct during a strike, strengthened the right of railroads to alter contracts during a labor dispute, allowed the winning parties in NLRB unfair labor practice charges to intervene as a matter of right in the Circuit Court of Appeals, and continued the doctrine that unions are voluntary unincorporated associations and have no "citizenship" for diversity purposes for federal court actions. The next term promises more important decisions relating to the NLRB, preemption of a state court suit by individuals against a union for failure to seek arbitration of his grievance, the relation between the NLRB's unfair labor practice jurisdiction and the presence of an issue of interpretation under the collective bargaining contract, and the "hot cargo" clauses in labor contracts.

3. Circuit Court of Appeals

Several labor decisions by the 1st Circuit Court of Appeals which covers Massachusetts deserve mention. In *NLRB v. David Buttrick Co. (Local 380,*

Teamsters), 53 LC Par. 11 262, the Court refused to enforce a NLRB bargaining order against the Company because the Central States Teamsters Pension Fund had made a loan to Whiting, a dairy competing with Buttrick which had been organized by Local 380, and this may represent a conflict of interest problem which the NLRB had not considered. In *NLRB v. Plumbers Local 217*, 53 LC Par. 11256, the Court again reversed the NLRB and held lawful a clause in a construction union's agreement with a plumbing contractor which provides that no member of the union could be "required to work on any job or project on which a worker or person is performing any work within the jurisdiction of Local 217." In *Sheet Metal Workers v. Aetna Steel Prods*, 359 F. 2d 1, aff'g 246 F. Supp., the Court upheld the Appeal Board's decision awarding certain work to the carpenters rather than to the sheet metalworkers and reversing the decision of the local joint construction board.

By agreeing to abide by the final decision of the Joint Board on all procedural and substantive questions covered by the National Agreement for the settlement of Jurisdictional Disputes, the parties had deprived the Court of jurisdiction to decide such questions.

In a decision effecting the relations of all local unions to their international offices, the Court ruled that in raises in per capita taxes the requirement of a membership referendum is fulfilled only when a ballot is delivered to each and every local member entitled to vote. A secret ballot conducted at a union meeting, which as a practical matter many members will not attend, is insufficient under the statute. *Local 2 International Brotherhood of Telephone Workers v. IBTW*, 62 LRRM 2667 (1 Cir. 1966). In the same decision the Court endorsed the rule established by Judge Wyzanski in *Peck v. Associated Food Distributors of N.E.*, 237 F. Supp. 113 (D. Mass. 1965) that a ratification of the earlier per capita increase could operate only prospectively and not retroactively.

4. Federal Legislation

Although labor lost its major legislative battle to repeal Section 14 (b) of the Taft Hartley Law, it scored an important victory in the minimum wage field. The amendment to the Fair Labor Standards Law provides that the \$1.25 per hour minimum will be raised to \$1.40 on February 1, 1967 and to \$1.60 per hour minimum on February 1, 1968. In addition, the coverage of the law was extended to nearly 8 million additional workers including employees in retail trade, hotels, motels and restaurants, laundries and dry cleaning establishments, hospitals and nursing homes, construction and logging operations, agricultural processing and employees on large farms. The newly covered non-farm employees will have a \$1 minimum wage as of Feb. 1, 1967 with the floor going up 15¢ yearly to \$1.60 in 1971; they will receive time and one half after 44 hours in 1967, after 42 hours in Feb., 1968, and the regular 40 hours a year later.

The Medicare law went into effect on July 1, 1966, representing the climax of a 20 year struggle by organized labor to help workingmen and women of this country.

5. State Legislation

Of the 17 bills filed by the Mass. State Labor Council, AFL-CIO, six were enacted in part. In the unemployment compensation field, two measures were enacted: (1) The first increases from one to two weeks the duration of benefits to an employee on compensation who becomes ill during his unemployment; (2) the second clarifies the law to permit employees particularly in the con-

struction field to collect unemployment compensation benefits when other crafts go out on strike and shut down the project. The two laws enacted in the workmen's compensation field provide for a five dollar increase for specifics, and reduces the waiting period from seven to five days to be eligible for benefits. The weekly payment of wage law was amended to include due vacations and holiday pay to the definition of wages, and a weak law providing for registration of private employment agencies (but no regulation of fees) was also passed. Major labor bills defeated included unemployment compensation benefits for persons out of work in a labor dispute, variable maximums in unemployment compensation benefits based on the average wage in Massachusetts, increased benefits under the workmen's compensation law, sickness compensation benefits (cash sickness) and eliminations of some of the 17 exemptions from the state overtime law.

Other measures of interest to labor enacted include: (1) amendment to the state minimum wage law providing for \$1.40 minimum on February 1, 1967 and \$1.60 on February 1, 1968, similar to the federal law; (2) the truth in lending bill; (3) installment sales regulation; (4) wage increases for state employees; (5) amendments to fair employment practice law requiring record keeping by unions and reduction in age discrimination from 45 to 40; (6) prohibiting employers from retaining tips due employees, and (7) the sales tax opposed by labor.

6. Massachusetts Decisions

There was a continuing paucity of decisions of the Supreme Judicial Court related to labor law.

In *Faira v. Dir. Div. of Empl. Sec.*, 1966 Mass. Ad. Sh. 409, the Court ruled that the president-stockholder of a carpentering firm was eligible for benefits in the off season even though as a practical matter he was not fully available for work elsewhere due to the fact that he would have to terminate such work as soon as his own company obtained contracts. *De Fino v. Dir. Div. of Empl. Sec.*, 1966 Mass. Ad. Sh. 621 established the proposition that under a statutorily-authorized agreement between the federal and state governments whereby the Division of Employment Security determines, according to state law, the eligibility of federal employees for unemployment benefits, a petition for judicial review of the Division's denial of benefits must name the United States, as the federal government would be obligated to reimburse the Division for the costs of the proceedings and was, therefore, a "party" whose legal rights would be determined by the petition. *Fitz-Inn Auto Parks v. Comm. of Labor and Ind.*, 1965 Mass. Sh. 1509 determined the now-moot point that parking lot attendants, both indoor and outdoor, are not included in the garageman exemption from the overtime wage statutes. Subsequent to the initial litigation, the statute was amended so as to protect parking lot attendants under the statute. Other than decisions concerning administrative and procedural points, the only workmen's compensation decision of immediate interest to labor, was *Merciers* case, 1966 Mass. Ad. Sh. 295, placing a strict interpretation on the "serious and willful conduct" disqualification so that horseplay performed in the course of work is not a bar to benefits.

Finally in *Westinghouse Electric Corp. v. Grace & Son*, 1965 Mass. Ad. Sh. 1343 involving claims on construction bonds, the Court approved the practice of including all claims of a supplier against a contractor on a single form for the entire job site rather than individual forms. Presumably the ruling will also be applicable to claims for wages and fringe benefits also.

STANDING COMMITTEE
REPORTS

REPORT OF COMMITTEE ON CIVIL RIGHTS

EDWARD McMAHON, *Chairman*; JULIUS BERNSTEIN, *Secretary*, ELDRIDGE BUFFUM, HERMAN CARTER, JOHN COTTER, HERMAN GREENBERG, LEO KRESKY, BELLE LINSKY, WARREN OLSON, EDWARD WALL, SAM WASSERMAN.

During the past year civil rights continued on the top of the agenda as one of America's prime national concerns. And organized labor, both here in the Commonwealth and nationally was deeply involved in the civil rights struggle. Why this is so has been simply put by one of the deans of the labor movement, A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters and a Vice President of the AFL-CIO. Said Brother Randolph: "we see that social justice (the objective of the civil rights movement) and economic reform (the objective of the labor movement) have become inextricably intertwined in our lifetime. Alone the civil rights movement cannot win jobs, better housing and decent schools. Alone, the labor movement does not have the power to defeat anti-labor legislation and to protect workers' rights."

Thanks to the availability of our Secretary on a full-time basis we were able to become involved in many matters during the past year. Very frequently these matters which stemmed from the civil rights movement were not outright problems of discrimination, but were social issues and economic issues affecting minority groups. These issues spelled out clearly what the civil rights movement is more and more discovering—that wiping out discrimination is not enough, wiping out discrimination will not solve the problem of unskilled workers, shortages of low-income housing, and inadequate education. These issues spelled out clearly that labor and the civil rights movement and all groups interested in human rights have a common stake in proceeding to destroy the poverty that hides out in our urban and rural areas.

Thus our Committee was consulted by civil rights groups in regard to the issue of public welfare in Massachusetts, and after giving our support urged that the State Labor Council's Community Services Committee be involved.

Dealing further with legislation on the state level, the civil rights movement bore the brunt of the effort to win a meaningful state program for low-income housing, an acute need for minority groups, but also an acute need for the majority group, since more whites than non-whites live in sub-standard housing in Massachusetts. Our Secretary, in his capacity as Chairman of the Massachusetts Committee on Discrimination in Housing, with which the State Labor Council is affiliated, played one of the key roles in bringing about adoption of a state program for a greater supply of elderly housing, a 37.5 million-dollar program of state-sponsored low income housing on scattered sites, a million dollar program for rent-supplementation for poor families, and formation of a Massachusetts Housing Finance Agency to aid with low-interest loans to promote a greater supply of private low-income housing. We are proud to note that passage of these bills made the Commonwealth a leader in this field in the Nation and that organized labor played an important role in this occurrence.

Aside from the state civil rights legislation arena, we were also active on the national arena. Labor and the civil rights movement in Washington worked together in behalf of the minimum wage bill. Locally, our Civil Rights Committee was most active in rallying support and pressure on the Congress. Thru phone and letter, thru speeches and with literature we were constantly in touch with civil rights groups and our own affiliated local spurring letters and tele-

grams to Washington. The initiative fell to us and our Committee accepted it, and we feel we delivered on it very well.

Likewise we sought the support of affiliated locals and civil rights organizations in the state in behalf of the bill to repeal Section 14-b and in behalf of the defeat of the Dirksen amendment to scuttle the Supreme Court's "one man, one vote" reapportionment decision. In both cases we are pleased to report success in our contacts, though unfortunately the Congress failed us on the matter of 14-b. (We still have available copies of a statement issued by the national civil rights organizations calling for repeal of 14-b. Hundreds of them were distributed by our Committee to non-labor groups around the state.)

We were also active in the effort to win passage of the 1966 Civil Rights bill through Congress. Unfortunately, at present writing it would appear this effort too will come to naught.

One other legislative effort of note was the fact that we joined with civil rights and community groups in interviewing all the U.S. Senate candidates prior to the primaries, asking the candidates to commit themselves to active support of the effort to be made in the next session of Congress to win Senate ratification of the Genocide Convention. This treaty to outlaw mass murder has been waiting all too long for adoption by the United States.

However, we did not confine all our work to the legislative level. Educational programs concerning civil rights were conducted within the labor movement. Some of the programs where we participated and which our Secretary helped to plan since the last state convention were the summer schools of the ILGWU at Falmouth and the ILGWU School at U of Mass; the United Rubber Workers School at U of Rhode Island, and the United Steelworkers School at U of Rhode Island, as well as the Labor School conducted at Goddard College in Vermont by the League for Industrial Democracy. We aided in planning and conducting a city-wide civil rights conference in New Bedford. This first-time conference of that sort in that city was spearheaded by the local labor movement under the leadership of the then President of the Labor Council in New Bedford, Arnold Dubin of the ILGWU.

Because of the availability of our Secretary, we were able to present the civil rights message also to our sister Labor Councils in New England at their conventions via talk, display and literature tables. In addition, our Committee was represented at the National Trade Union Conference on Civil Rights conducted at Unity House, Pa. by the Trade Union Council for Human Rights of the Jewish Labor Committee.

Then, when President Johnson called the White House Conference on Civil Rights, a member of our Council's Civil Rights Committee was in attendance as a member of the labor delegation present. This enabled us to bring to the attention some of labor's views on the problems and needs of minority groups in this part of the country.

Also during the year the Federal Equal Employment Opportunity Committee held a New England Conference on discrimination in employment. While a member of our Committee was invited to serve on a panel (enabling him to rebut the generalized and unwarranted criticisms of organized labor), we criticized strongly to the authorities on the state and national level the extremely limited participation by labor that came about as a result of the organizing committee's failure to send invitations to unions and labor officials to take part.

Again the importance of our Committee's representation on various bodies

was manifested when the Massachusetts Advisory Committee to the U.S. Commission on Civil Rights held two days of open meetings in Roxbury and two days in the South End of Boston. Here citizens were invited to testify about their problems and gripes stemming from discrimination on account of race or religion or national origin. The trade unionist member of our Committee who sits on the Advisory Committee was in position to correct misapprehensions concerning labor and civil rights, and also was able to draw out points from speakers which lent weight to labor's program to aid minority and poverty-stricken groups.

During these open meetings, incidentally, it was possible to see just why the past year has witnessed the moving North of the civil rights struggle from its previous concentration in the South. Witness after witness brought out the problems of poor city services, price-gouging, poor housing, inefficient code enforcement, overcrowded schools, education inadequate to needs of the children being served, inability to get decent pay because of low-wage scales and low minimum wage levels, inability to get jobs because of discrimination and because of lack of skills and training to qualify for existing job openings. Hearing stories about children being bitten by rats and parents unable to move upward financially or out of the slums because of lack of resources, it was easy to understand the kind of frustration that runs rampant in the Negro ghettos and sometimes—under provocation or out of other stimuli—results in a blow-up.

Part of the community effort to overcome these frustrations is centered in the Apprenticeship Information Center, which during this year was assigned a new director, himself a trade unionist. Several members of organized labor now sit on the Advisory Committee of the Center, one of them a member of our Committee. Presently they are grappling with the question of how to motivate minority group youth to take advantage of the opportunity for better-paying jobs through the apprenticeship route.

Because of the skills developed by our Committee and because it has become so well-known in the civil rights community, frequent calls have come in during the year from locals, from trade unionists, and from outside organizations. We have been asked to help in locating Negro workers that a union interested in integrating a plant here in Massachusetts could refer to the employer, who was then seeking additional help. Individual complaints of discrimination from trade unionists have reached us and we have proceeded to work them out amicably.

Our cooperative efforts with community groups, religious groups, and civil rights groups resulted in requests for advice and aid from such diverse groups as the Mothers for Adequate Welfare, the Negro American Labor Council, and the Jewish Community Council. We worked with the Mass. Commission Against Discrimination and the Mass. Committee on Discrimination in Housing. We joined in helping a group of Negro hospital workers to organize and win the first collective bargaining agreement for unskilled hospital workers in the Boston area, and we joined with fellow-trade unionists in trying—unfortunately unsuccessfully, so far—to convince these workers that their future would be much more secure as part of a legitimate AFL-CIO trade union than as an independent group without real resources.

Even discrimination in regard to sex came our way when we were asked to furnish a speaker for a WGBH panel discussion on "Is There Discrimination Against Women in Jobs." In this area, incidentally, while we were not involved, we kept ourselves informed and stood ready to aid as best we could when one

affiliate union in the Boston area was charged before the M.C.A.D. with discrimination against women.

Two years ago organized labor supported the bill to outlaw de facto discrimination in schools in Boston. And as a result, during the past year several trade unionists were involved in wrestling with this problem on the state level because of the charges that several large cities in Massachusetts had schools that were de facto segregated and the pattern could easily be broken down if action were taken. Our Committee acted as informational resources for these Brothers.

At the same time we were asked to aid at various times and in various ways such operations at Exodus in Boston, a volunteer program set up by the Negro community in Roxbury to private bus their children from the overcrowded schools to other schools in the city where there were empty seats. We would note that some unions, in recognition of this important self-help project inaugurated and conducted by the community, made financial contributions toward the costs of several busses daily for the school year.

A somewhat similar operation, METCO, was aided by us in a different manner. This program, funded by the Federal government, is designed to bus some 200 Negro children out of Roxbury into suburban school systems where arrangements have been made for acceptance of the children. When this program was attacked in Wellesley, our aid was enlisted and we were able to uncover and publicize the fact that the opposition in Wellesley was a John Birch Society project, and that the front group set up to fight against admitting METCO children to Wellesley schools was a front-group set up by local Birchers.

Which brings us to another area of our Committee's activity—the right wing extremists. These termites that would destroy the labor movement and the many social and economic gains that labor has helped to bring about in America continued to function actively around here. We did our best to keep tabs on them. A number of calls were received by us asking for literature and for specific information on Birchers and Birch-types.

In addition a couple of times we were asked to provide materials that could be used in combating either Birchers or Birch-type candidates standing for political office. We are glad to report that by and large these people have not been able to win elective office in our state, although an isolated few Birchers do hold public positions.

But probably their most important effort in our area is their Annual God, Family and Country Rally held in Boston over the Fourth of July weekend. This wing-ding brings together hundreds of the extremists and their leaders from all over the country. Our Committee arranged for this year's rally to be audited and we made a full report available to national COPE and to other concerned groups. And, as we expected, the speaking program didn't just denounce the U.N., and President Johnson, and the liberals, and such socialistic programs as minimum wage and civil rights and medicare. There were also speeches heavy in race hate against Negroes, and in anti-Semitic hate against Jews. There were also denunciations of labor and its leaders and its programs. We collected a pile of anti-labor literature from the booths, as well as a pile of pro-right-to-work literature. There was no missing the hate atmosphere and the anti-labor atmosphere.

Recognizing our responsibility to do some counter-education, we cooperated with the Fall River Birch Watchers, an anti-Birch group headed by Frank Pereira, an active trade union official in Fall River. We aided in the development

and distribution for the three days the rally lasted of a special mimeographed flyer exposing the rally, its sponsors and its speakers, as well as a reprint of a newspaper article with Cardinal Cushing's blast at the John Birch Society. These pieces of literature were distributed to the attendees of the rally and to guests entering the hotel, as well as to all people going by the hotel. And on the basis of comments received we know that while the literature aggravated the Birchers mightily, it also did some good and opened the eyes of some unsuspecting people who were naively attending what they thought was a patriotic affair.

On the basis of our observation we would state flatly that the extreme right continues to be a menace to labor and its program and all our affiliated locals must remain on their guard in their communities to meet the unfaltering rightist offensive.

Though this report is lengthy, it only sketchily covers the work our committee has been involved in. The work of defending and expanding the civil rights of all Americans is a massive job. The assistance of many more locals and many more individual unionists is needed in order to speed the great day of equality for all people that is surely coming. More community involvement and more positive programs for civil rights are needed. A greater proportion of the labor movement must begin to assume the initiative instead of participating passively. Our Committee stands prepared to aid with literature, with ideas, and in planning programs. We await the invitation from our members. For, as the civil rights resolution adopted at the last AFL-CIO convention so truly states: there have been "major accomplishments in the continuing effort to abolish racial discrimination in this country. But much more needs to be done before equality is a fact in this land."

In closing this Report, the Committee on Civil Rights wishes to extend their thanks for their aid and cooperation to the Officers, Departments and Staff of the State Labor Council, as well as to the AFL-CIO Civil Rights Department in Washington. Thanks are also due the many locals and members who cooperated with us during the year and responded to our requests to send letters, attend meetings and aid the cause in other ways. We wish also to express a special thanks and appreciation to our trade union brothers and sisters in the Jewish Labor Committee for the generosity of their National Trade Union Council for Human Rights in making available to our Committee, on a full-time basis, a trade union civil rights specialist to work on labor civil rights program and to carry our message to the general community and the civil rights community. This has enabled the Massachusetts State Labor Council to maintain excellent lines of communication with those forces supporting the civil rights movement and to call on those forces for support on special issues of concern to organized labor.

REPORT OF COMMITTEE ON ORGANIZATION AND AFFILIATION

Members: JAMES P. LOUGHLIN, *Chairman*; RALPH ARIVELLA, RAYMOND BOLDUC, JOHN CUNNINGHAM, VINCENT DiNUNNO, JOSEPH DUGGAN, JASPER GRASSA, BRADFORD HAMILTON, ALBERT LITANO, DAVID P. MCSWEENEY, FRANKLIN MURPHY, FREDERICK J. ROCHFORD, ANDREW SHUSTA, LAWRENCE SULLIVAN, JOHN TROY.

The need for stepping up our activities in organization and affiliation and the best approach to the problem was seriously studied by your Committee during this past year. More statistics and information on the subject were made available to us so that we were able to consolidate our plans for more effective action.

At a meeting of our Committee on February 16 an agenda was outlined for a meeting at the Parker House on March 10. At the March meeting, Regional Director Hugh Thompson discussed the role of central labor bodies in organizing the unorganized and the Chairman of this Committee reported on the status of affiliation in the state.

In an open discussion period, the seriousness of the problem was emphasized when a copy of a letter from the so-called Conference of American Small Business Organizations was discussed. The letter, sent to presidents of small businesses the first of the year, was signed by Fred A. Hartley of Taft-Hartley fame.

The letter asked for contributions ranging from \$20 to \$75 to finance the work of the Conference in its fight against labor's continuing campaign to make this a better world in which to work and live. The aims of the Hartley organization as outlined in the letter are to stop any increase in the federal minimum wage, situs picketing legislation, the federalizing of unemployment compensation rules, increasing jobless benefits and lowering of qualification standards. Other objectives stated are to put unions under anti-trust laws, reforming or abolishing the National Labor Relations Board, outlawing secondary boycotts and limiting the geographical area of strikes. Their avowed purpose, as stated on the form for contributions, is to prevent the spread of union power.

This, to any trade unionist who understands the difficulties of organization today is a lot of ado about nothing. The real union power today exists mostly in a more or less general acceptance by the people that without them business would soon revert back to the kind of exploitation that drove workers into unions in the first place. In terms of membership, the unions are weaker today than they were in the middle forties.

This was clearly brought out at the most significant organization meeting of the year, which was held at the Statler-Hilton Hotel in Boston on April 23. At that meeting, AFL-CIO Assistant Director of Organization Alan Kistler from Washington addressed delegations from central labor bodies and district councils and field organizers operating in Massachusetts.

Kistler pointed out that in recent years not only have managements organized so as to work together to offset union organizing but advances in automation and technology have greatly reduced the number of industrial workers, who were the most likely to become members of trade unions.

Statistics clearly indicate the changing trends and also emphasize the need for drastic changes in organizing methods. In 1930, there were 4 million organized workers in a total work force of 45 million. Under the impetus of the New Deal, membership rose to 15 million from 1935 to 1945. It stayed at that level for five years while the labor force continued to increase. In the next five years more than two million were added to the total membership while the labor force soared to a figure of some 63 million. For the past ten years, however, union membership has remained virtually the same while the civilian labor force has climbed to more than 72 million.

All this talk about excessive union power can only be classified as some sort of hysteria. The need is actually for labor to step up its organizing efforts just to retain its present strength. The ratio of organized workers to the number of organizable workers in America has actually decreased in the past ten years and every effort must be made not only to hold the line but to reverse the trend.

Building our strength through organization is one thing but it must be remembered also that no matter how many members we have we can only use

our strength effectively through solidarity and unity in action. Unless we work as a team we could lose every ball game, whether the game is played in the political arena, the legislative field, or at the collective bargaining table. That is why we must make every effort to achieve 100% affiliation at all levels. Here in Massachusetts there are far too many local unions that are not affiliated with the State Council.

We have made some progress during the last fiscal year as pointed out by the Secretary-Treasurer in his report to the Convention. And with the cooperation of everybody we can accelerate this trend in the coming year.

Following is a list of new affiliations and reaffiliations in the last fiscal year and of delinquent locals that had to be suspended in accordance with the provisions of our Constitution.

New Affiliations and Reaffiliations

July 1965

IBEW Local No. 1262-BA, Cambridge
AFSC & ME No. 364, Peabody (Reaff.)
AFSC & ME No. 503, Bridgewater (Reaff.)
AFSC & ME No. 1297, Boston (Reaff.)

August 1965

AFSC & ME No. 1796, Boston

September 1965

Amalgamated Meat Cutters No. 128, Lynn
AFSC & ME No. 869, Boston (Reaff.)

October 1965

AFSC & ME No. 964, North Reading
Lithographers & Photoengravers No. 3-L, Boston
AFSC & ME No. 869, Boston (Reaff.)
AFSC & ME No. 1242, Boston (Reaff.)
Painters No. 1477, Malden (Reaff.)
Painters No. 44, Lawrence (Reaff.)

November 1965

Lithographers & Photoengravers No. 89-L, Lowell

December 1965

(no affiliations or reaffiliations)

January 1966

IUE Local No. 232, Boston
D.A.L.U. No. 24480, Chester
Railway Clerks No. 2119, Boston (Reaff.)

February 1966

D.A.L.U. No. 23545, Everett
D.A.L.U. No. 24875, Malden
Stage Employees No. 792, Plymouth
Stage Employees No. 596, Greenfield
IUE Local No. 207, Boston
Machinists No. 1050, Needham
Seafood Union No. 15, Gloucester

March 1966

Fire Fighters No. 1464, Scituate
Printing Specialties & Paper Products No. 664, Lowell

April 1966

CWA Local No. 1371, Boston
IUE Local No. 216, Waltham
Postal Clerks No. 51-100, Boston
Teachers No. 848, Haverhill

May 1966

CWA Local No. 1301, Newton
CWA Local No. 1370, Clinton

June 1966

Jewelry Workers No. 75, Holyoke
Teachers No. 1632, Arlington

DELINQUENT LOCALS SUSPENDED JUNE 30, 1966

<i>Union</i>	<i>Local No.</i>	<i>City</i>
AFSC & ME	230	Boston
Building Service Employees	373	Boston
Compressed Air Workers	88	Boston
Lathers	72	Boston
Longshoremen	822	Boston
Longshoremen	1495	Boston
Novelty Workers	18	Boston
Railway Supervisors Association		Boston
AFSC & ME	1358	Brookline
Building Laborers	1421	Chelsea
D.A.L.U.	22114	Chelsea
Teachers	1457	Everett
Amalgamated Transit Union	785	Haverhill
Barbers	545	Holyoke
Stage Employees	89	Holyoke
Retail Employees	1435	Lynn
Boot & Shoe Workers	783	Middleboro
AFSC & ME	364	Peabody
Fire Fighters	926	Revere
Painters	937	Somerville
AFSC & ME	1485	Springfield
AFSC & ME	1778	Worcester
ACWA	579	Boston
IUE	258	Springfield
LWIU	59	Bellingham
URW	52	Framingham
URW	606	Jamaica Plain
USA	3635	Worcester
USA	3770	Winchendon
RWDSU (Boston Joint Board)	173	Boston
RWDSU (Boston Joint Board)	444	Boston
RWDSU (Boston Joint Board)	513	Boston
RWDSU (Boston Joint Board)	515	Boston
RWDSU (Boston Joint Board)	610	Boston

REPORT OF COMMUNITY SERVICES COMMITTEE

Members: HELEN T. O'DONNELL, *Chairman;* BERRY ARONSON, EMIL BILLOTTI, ARTHUR DIPETRO, GILBERT FERREIRA, TIMOTHY GRADY, MARCHIE LAGRATA, KENNETH MANGAN, JAMES MONACO, CONSUELO MORGAN, JOHN J. MULLIN, FRANK PRIOLI, SAMUEL WALKER, WILLIAM J. KELLY, JOSEPH D. McLAUGHLIN, *Secretary.*

The first meeting of this year was held at the Council headquarters on January 12. This orientation meeting enabled us to discuss the many areas of community services in which we could expect to be called in and we prepared ourselves to give all assistance possible in all areas.

We were eventually asked to lend the prestige of our organization, either through direct communication or through appeals to the State Council referred to our Committee. Thus we were able to contribute efforts in varying degrees to many worthwhile projects.

Because of the limited space allowed for this report, however, we would like to concentrate on those activities which give a clear picture of the impact that concentrated efforts have and of the endless vistas of possibilities that lie ahead.

When we sat down with representatives of the Massachusetts Consumers Council and were asked to get the State Labor Council's support for two legislative proposals they had filed in the Legislature, we immediately studied and analysed the proposals. On strong recommendation of this Committee, the Massachusetts State Labor Council gave all-out support to these bills, truth-in-lending and truth-in-packaging, which were finally enacted. The impact of all-out effort such as was applied in this case is illustrated by the overwhelming 209-2 vote that passed the truth-in-lending bill through the House.

An important program on which your Committee is currently working was first brought to our attention at a meeting of Community Services representatives in Washington. On the basis that both the AFL-CIO and the National Disaster Services of the Red Cross are called upon for emergency assistance in major disasters, when the most urgent needs of flood, fire, earthquake or other disaster victims have to be met without the slightest delay, the proposed program would place both organizations in a position to coordinate their efforts and avoid unnecessary duplications which sometime not only slow down the services but in some instances prevent assistance from reaching some of the victims.

Plans are under way to implement agreements reached in a Statement of Understanding signed by Director Leo Perlis of the AFL-CIO Community Services Activities and Director Robert C. Edson of the Red Cross National Disaster Services. Every AFL-CIO central labor body will be asked to participate on a voluntary basis. Each AFL-CIO group, when requested, would have manpower available to work with the local Red Cross Chapter in the "preparedness planning and in the conduct of actual relief operations." Besides, the AFL-CIO groups would also be ready to make available to the Red Cross, wherever feasible, physical facilities such as union halls, clubs, and offices for refugee shelters, depots for relief supplies and administrative offices.

The Red Cross acknowledges that the AFL-CIO Community Services Committee is equipped to furnish personnel trained in welfare practices, such as representatives on our Committee and the many counselors at our disposal.

However, the Red Cross is ready to establish and carry out special training for leadership of the AFL-CIO Community Services Committee personnel and to assist in the general program of education and interpretation in relation to this project.

The AFL-CIO Community Services Committee, for its part, will conduct a program of training for Red Cross staff members concerning the structure of AFL-CIO Community Services Committee organization, its policies and program activities.

This is a far-reaching project which could eventually serve as a most effective instrument in easing the great suffering that is always an aftermath of major disasters. We ask all delegates to this Convention to help us in expediting the implementation of this project.

Another major project in which we have recently been asked to participate is referred to as the Youthful Offender Project. The federal government has released money to be used in programs designed to curb juvenile delinquency by giving the youthful offender a better chance at rehabilitation.

Money was granted to the University of Massachusetts for this project and it is in conjunction with this that Paul Doyle of the Meatcutters and Daniel Madden of the Utility Workers were appointed full time field representatives for the project at the recommendation of the State Labor Council.

The project was discussed at our September 7 meeting with the project directors and representatives and it was decided that a one-day conference will be held on November 29 in the Adams Room of the Mason Memorial Building under the direction of this Committee. Informed speakers on the subject will be invited to explain the project and all affiliated locals will be asked to send delegates. We hope that all will cooperate in the full development of this program.

We have had a busy year as a Committee and we appreciate the response to our appeals from all affiliated locals. We want to thank also the executive officers of the Council for their active participation at our meetings and all the vice presidents for the understanding attention they accord our recommendations.

We will continue to serve as we have in the past in the knowledge that time and effort devoted to the betterment of our communities is never wasted.

REPORT OF COMMITTEE ON TAXATION

Members: JOSEPH A. SULLIVAN, *Chairman*; CHARLES WARREN, FRANCIS QUINN, VALENTINE MURPHY, VELIA DECESARE, PHILIP SALEM, GEORGE CARIGNAN, RICHARD B. O'KEEFE, JESSIE DRUCKER, HOWARD DOYLE, LOUIS R. GOVONI, CLEMENT H. PORTER, JOHN BARRON, ROBERT FLYNN, GUY CAMPOBASSO.

Immediately after last year's Convention, your Committee on Taxation resumed its participation in the battle on Beacon Hill to prevent enactment of the sales tax.

At the November meeting of the State Labor Council, the suggestion was made to have the sales tax question placed on the ballot this year as a referendum. This, of course, was before enactment of the sales tax and the referendum suggested would merely have sought an opinion from the voters. This idea was later translated into fact by the insistence of Senate President Maurice A. Donahue that provision for a referendum be written into the law before final enactment.

At a meeting of our Committee in December, it was agreed that the State Labor Council should support the \$158 million Democratic tax program then under consideration by the Senate. It will be remembered that the House turned down this tax program and that the Legislative session continued to the end of the year to be recessed without prorogation.

During the month-long recess, we continued to contact the Democratic defectors in the House who had persistently ignored their own party platform to vote against any tax proposal advanced by the Democratic leadership and who had consistently supported the Governor's sales tax program.

As soon as the Legislature reconvened in February the Governor made his seventh and successful attempt to saddle the residents of Massachusetts with a sales tax. It passed the House without difficulty as expected but its enactment by the Senate came as a shock to organized labor and to all of us who had fought so vigorously to prevent it. It was signed into law by the Governor on March 2, 1966.

Five days later, on March 7, your Committee met—and it was at this meeting that the decision was made to seek repeal through a referendum. Action on this was taken by the State Labor Council on March 24 when it was unanimously voted to file a petition for a repeal referendum.

This Committee then met on March 28, at which time two petitions prepared by our legal counsel were considered. One would have eliminated the entire sales tax section of the new law while the other would have confined itself to the sales tax only. The two petitions, with ten signatures on each, were filed with the Secretary of State.

When we were informed later that only a referendum calling for repeal of the entire new tax law could possibly be considered constitutional by the Attorney General's office, a new petition to that effect was drawn and filed with the Secretary of State.

The loss of time in getting these initial petitions filed and in securing approval from the Attorney General appeared for some time to be working against us. The deadline for filing the 35,104 certified signatures from at least four counties in order to get our referendum on the ballot was June 1st—and it was

not until one month before that date that the petitions for securing the signatures were delivered to us by the Secretary of State.

As soon as the petitions were in our hands, however, our machinery was set in motion and thousands of petitions, each with room for 36 signatures, were circulated throughout the state. We were racing time all the way, with COPE Director John A. Callahan coordinating the signature campaign from the Council's headquarters at 11 Beacon Street.

We had started out with the intention of seeking assistance from other liberal groups allegedly opposed to the sales tax—but although the public response to our announcement had been enthusiastic with letters and phone calls and personal calls offering assistance, the full credit for the final success of the drive for signatures belongs to the members of organized labor.

At 3:00 p.m. on May 31st, the day before the deadline, President Camelio led a group of labor officials into the office of the Secretary of State with bundles of petitions containing 40,366 certified signatures of registered voters from every county, 5,266 more than the 35,104 necessary to put the referendum on the ballot in November. Nearly 100,000 voters throughout the state had signed petitions to enable us to go over the top. We had accomplished what many of our critics had said would be impossible.

Throughout our signature drive the newspapers, TV and radio commentators, echoing the pro-sales taxers, called us unfair and unreasonable. President Camelio, allowed equal time on WEEI to answer these charges in one of their editorials, said: "No one raised the cry of unfairness when the Massachusetts Taxpayers Association and other groups launched an all-out drive to defeat a referendum that would have amended the Constitution to permit the Legislature to enact a graduated income tax similar to other states."

As you all know, an attempt was made to discredit the signatures we had obtained—an attempt which fizzled out in the acid of its own absurdity.

The referendum will be on the ballot in November as Question 5. The newspapers, the TV and radio, and all other media of communication are being used by the nervous proponents of the sales tax in an all-out effort to convince the taxpayers of Massachusetts that the sales tax is the best thing that has ever happened to them.

We believe that our members, at least, are fully informed about the regressiveness of the sales tax and the dangers of its being expanded into even more regressiveness if allowed to remain on the books. We do not believe that they will be easily fooled. As far as we are concerned, we have fulfilled our pledge to continue the fight. After losing the long skirmish on Beacon Hill, we forced our opponents to allow the people to speak for themselves on this vital question.

One month after this Convention adjourns, the voters of Massachusetts will be getting ready to go to the polls. We urge every delegate to this Convention to keep reminding the members of their families, their neighbors and their friends that the most important vote they will cast on election day will be on Referendum Question 5—and that if they want to get rid of an obnoxious and unfair tax they must vote NO.

Your Committee wishes to thank all officers and members of local unions throughout the state for their continued cooperation in this long fight for fair taxation.

REPORT OF COMMITTEE ON SOCIAL SECURITY

Members: DANIEL J. DOWNEY, *Chairman*; HARVEY BRIGHTMAN, GEORGE F. FITZPATRICK, RONALD ORCUTT, BENJAMIN MAGLIOZZI, EDWARD MCMAHON, JAMES MULLONEY, GEORGE O'BRIEN, JR., CHARLES F. REILLY, JOHN J. SULLIVAN, EMANUEL VITALE.

The members of the Social Security Committee met on several occasions prior to and during the 1966 Session of the Legislature.

At these meetings, held in the Conference Room at State Labor Council headquarters, the various bills filed for the Council by Legislative Director James A. Broyer were discussed and analysed by your Committee with President Camelio and Director Broyer in attendance.

As a result of these conferences, a number of the members of the Committee on Social Security appeared at the State House on behalf of bills dealing with unemployment compensation and employment agencies.

Your Committee representatives supported bills calling for improvement of the unemployment compensation law before the Labor and Industries Committee of the Legislature and urged adoption of these bills, geared to strengthen the benefit structure and increase benefit amounts.

We supported the legislation to protect wage earners from unscrupulous private Employment Agencies. The legislation was designed to curb agencies from charging applicants usurious fees.

For a more detailed report on the legislative proposals outlined above, we refer you to the Legislative Director's Report elsewhere in this Book.

Recommendations:

Your Committee strongly recommends that more affirmative action be taken in the field of Social Security monthly payments to retired workers in order to update the depression-oriented pauper payments now being paid to a more realistic and humane allotment geared to the staggering cost of living of the Sixties.

Now that the labor movement has seen its efforts on behalf of Medicare finally culminate in victory over blind reactionary attacks, we ought to give the same kind of effort and dedication to provide monthly benefits for retired workers more in line with their needs.

President Johnson has pledged his strongest support for this long needed improvement and we call upon the entire membership of the State Labor Council, particularly its officers and local and central bodies, to lend their full support to this most worthy cause.

The right to a modest share of comfort and decent housing at prices the elderly can afford to pay is a matter which should be clear to all of us. Too long now have the retired workers been neglected while we shoot billions to the moon and funnel more billions abroad and elsewhere.

Upgrading the Social Security benefits to provide freedom from want and fear is our next great objective. Let us begin. As the late President Kennedy said so well, we can provide the funds for both the New Frontier and the Moon.

MASSACHUSETTS STATE
LABOR COUNCIL, AFL-CIO

REPORT ON AUDIT

June 30, 1966

FLAHERTY, BLISS AND COMPANY

CERTIFIED PUBLIC ACCOUNTANTS

40 COURT STREET
BOSTON

Massachusetts State Labor Council, AFL-CIO
11 Beacon Street
Boston, Massachusetts

August 9, 1966

Gentlemen:

In accordance with instructions we have made an examination of the books and records of Massachusetts State Labor Council, AFL-CIO, for the year ended June 30, 1966. We have prepared and attach hereto the following financial statements:

Exhibit 1 Balance Sheet—June 30, 1966

*Exhibit 2 Statement of Income and Expense and Analysis of Net Worth—
For the Fiscal Year Ended June 30, 1966.*

Schedule 1 Statement of Membership—For the Fiscal Year Ended June 30, 1966.

Schedule 2 Analysis of 1965 Convention Expense.

COMMENTS

<i>Cash—General Fund</i>	<u>\$22,244.41</u>
<i>Cash—Restricted</i>	<u>\$ 9,273.00</u>

The cash consisted of the following:

General Fund Cash

First National Bank of Boston—Checking Accounts:

General Fund	\$21,050.42
Year Book Fund	1,168.99
<i>Total Checking Accounts</i>	<u>22,219.41</u>
Petty Cash Fund	25.00
<i>Total General Cash Fund</i>	<u>\$22,244.41</u>

Restricted Cash

First National Bank of Boston—Checking Accounts:

Benefit Plan	\$ 34.36
COPE	5,674.69
Kennedy Scholarship Memorial Fund	3,563.95
<i>Total Restricted Cash</i>	<u>\$ 9,273.00</u>

We received from the First National Bank of Boston a statement of cash balances at June 30, 1966, and we have reconciled that statement of balances with the books.

The changes during the year under review, in the Kennedy Scholarship Memorial Fund are summarized as follows:

Balance July 1, 1965	\$ 965.00
Add: Donations Received During the Year	3,286.00
<i>Total</i>	<u>4,251.00</u>
Deductions: Expenses	\$ 687.05
Scholarship Award	1,000.00
	<u>1,687.05</u>
<i>Balance June 30, 1966</i>	<u>\$ 2,563.95</u>

The above balance is available for subsequent scholarships and expenses and consists of:

Cash in Bank (as above)	\$ 3,563.95
Less: Scholarship Award (included in Accounts Payable)	1,000.00
<i>Balance in Fund as Above</i>	<u>\$ 2,563.95</u>

The balance of the COPE account (\$5,674.69) is restricted and may be used only for political, educational and administrative expenses, within the provisions of state and federal laws.

<i>Dues Receivable from Affiliates</i>	<u>\$11,356.82</u>
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Our examination of the records showed the above amount represents the total of the open balances as shown by the dues ledgers. Dues receivable represent per capita tax dues of 6¢ per member, per month, (the dues were increased from 5¢ to 6¢ per member effective January 1, 1966) that affiliated local unions pay to the State Labor Council.

At June 30, 1966 certain affiliated local unions had not paid their current per capita dues and these unpaid items amounted to \$11,356.82. None of the balances has been verified by correspondence.

<i>U.S. Government Securities</i> (at cost)	<u>\$ 8,500.00</u>
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The securities belong to the General Fund (they are registered in the name of Massachusetts Federation of Labor, Workmen's Compensation Fund) and consist of the following:

2½% Treasury Bonds Issued February 1, 1944 and are due in 1965-1970, (Par Value and cost \$8,500.00).

We received from the First National Bank of Boston a certification that there has been no access to the safe deposit box, in which the above securities are maintained, since our last examination of the securities on August 18, 1965.

<i>Accounts Payable</i>	<u>\$ 4,663.10</u>
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Unpaid liabilities applicable to the year ended June 30, 1966 consist of the following:

Scholarship Awards to be made at the 1966 Convention	\$ 1,000.00
Scholarship Award—For Kennedy Scholarship Memorial Fund	1,000.00
E. L. Grimes Printing Company—For printing expenses related to the 1965 Convention	2,660.10
Union Dues of Office Employees	3.00
<i>Total</i>	<u>\$ 4,663.10</u>

The above items are current and we have been informed that all known liabilities of consequence have been entered on the books at June 30, 1966.

<i>Payroll Taxes and Payroll Deductions Payable</i>	<u>\$ 2,017.60</u>
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At June 30, 1966, there was accrued and unpaid, the following items:

Employees Federal Income Tax Withheld	\$ 998.92
Employees Massachusetts Income Tax Withheld	142.96
F.I.C.A. Taxes (Employer and Employee)	585.36
Massachusetts Unemployment Tax	111.96
Federal Unemployment Tax	178.40
<i>Total</i>	<u>\$ 2,017.60</u>

<i>Dues from Affiliates Received in Advance</i>	<u>\$ 1,314.47</u>
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Certain affiliated unions had paid per capita dues of \$1,314.47, that are applicable to the period starting July 1, 1966, and we have deferred this amount of dues to the next accounting period.

1966 Year Book Advertising Received in Advance—Net \$ 4,017.00

During the year under review there was received for the 1966 Year Book, for advertising, the following:

Receipts for Advertising	\$ 6,695.00
Less: Commissions incurred in securing Advertising	2,678.00
 Net	 <u>\$ 4,017.00</u>

The 1966 Year Book will not be published until October 1966, and so the income and expense have been deferred to the next accounting period.

GENERAL COMMENTS

In general, we have examined accounting records and other supporting evidence submitted for our inspection, by methods and to the extent we deemed appropriate. While a review of the accounting procedures and system of internal control has been made, we did not make a detailed audit of the transactions.

In our opinion, the accompanying Balance Sheet at June 30, 1966, and the Statement of Income and Expense and Analysis of Net Worth for the Fiscal Year ended June 30, 1966, and related Schedules fairly present the financial position of Massachusetts State Labor Council, AFL-CIO, at June 30, 1966, and the results of its operations for the year then ended, in accordance with accepted principles of accounting applied on a basis consistent with that of the preceding year.

Respectfully submitted,

FLAHERTY, BLISS AND COMPANY

EXHIBIT 1

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
BALANCE SHEET

JUNE 30, 1966

ASSETS

Cash—General Fund	\$22,244.41
Cash—Restricted	9,273.00
Dues Receivable from Affiliates	11,356.82
Other Receivables	441.89
U.S. Government Securities (at cost)	8,500.00
Deposit (American Airlines Travel Credit)	425.00
Deferred Charge—1966 Convention Expense	230.00
TOTAL ASSETS	\$52,471.12

LIABILITIES—RESTRICTED FUND—DEFERRED CREDITS—NET WORTH

Liabilities:

Accounts Payable	\$ 4,663.10
Payroll Taxes and Payroll Deductions Payable	2,017.60

<i>Total Liabilities</i>	6,680.70
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Restricted Fund (Kennedy Memorial Scholarship Fund)	2,563.95
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Deferred Credits:

Dues from Affiliates—Received in Advance.....	\$ 1,314.47
1966 Year Book Advertising Received	
in Advance	\$ 6,695.00
Less: Commissions Paid on above Advertising	2,678.00 4,017.00

<i>Total Deferred Credits</i>	5,331.47
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Net Worth	37,895.00
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TOTAL LIABILITIES—RESTRICTED FUND—DEFERRED CREDITS—NET WORTH	\$52,471.12
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Note: The above statement is part of a report dated August 9, 1966 and is subject to the comments contained therein.

EXHIBIT 2

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
STATEMENT OF INCOME AND EXPENSE AND ANALYSIS OF NET WORTH
FOR THE FISCAL YEAR ENDED JUNE 30, 1966

<i>Income</i>	<i>COPE Funds</i>	<i>General Funds</i>	<i>Total</i>
Per Capita Dues from Affiliated Locals		\$174,600.78	\$174,600.78
Labor Institute Receipts \$ 2,061.37			
Less: Expense 1,984.58		76.79	76.79
Receipts from 1965 Year Book			
Advertising 12,352.50			
Less: Expenses & Commissions 6,537.00		5,815.50	5,815.50
Donations Used for Kennedy Mem- orial Scholarship 1,687.05			
Less: Award \$1,000.00			
Expenses 687.05			1,687.05
Received from Sale of Booklets		655.25	655.25
Receipts from 1966 Gompers-Mur- ray Banquet 11,320.00			
Less: Expenses 6,277.55	5,042.45		5,042.45
Donations for Fitzgerald and United Workers Memorial Scholarship 300.00			
Less: Award 300.00			
Interest from Bonds		212.50	212.50
Miscellaneous Income		10.13	10.13
COPE Receipts	797.06		797.06
<i>Total Income</i>	\$ 5,839.51	\$181,370.95	\$187,210.46
<i>Expenses</i>			
Salaries:			
Secretary-Treasurer		\$ 11,750.10	\$ 11,750.10
Legislative Director		9,999.96	9,999.96
Education Director		9,634.44	9,634.44
COPE Director		9,903.60	9,903.60
Public Relations Director		8,499.98	8,499.98
Clerical		22,068.54	22,068.54
Travel and Expenses:			
Legislative Department (Including Con- sultants Fee of \$2,850.00)		8,346.40	8,346.40
Education Department		1,061.43	1,061.43
COPE Department		727.13	727.13
Public Relations Department		511.36	511.36
President		708.37	708.37
Secretary-Treasurer		2,781.15	2,781.15
Legal Advisor		4,361.00	4,361.00
Rent and Light		8,777.04	8,777.04
Auditing		925.00	925.00
Office Expenses		770.46	770.46
<i>Totals Forwarded</i>		100,825.96	100,825.96

EXHIBIT 2 (continued)

	<i>COPE Funds</i>	<i>General Funds</i>	<i>Total</i>
Totals Brought Forward	\$	\$100,825.96	\$100,825.96
<i>Expenses (continued)</i>			
Cost of Life Insurance and Retirement Program for Employees		7,727.93	7,727.93
1965 Convention Expense (See Schedule 2)		15,964.76	15,964.76
Tickets		5,790.80	5,790.80
Executive Council Meetings and Expenses		4,203.60	4,203.60
Insurance		204.81	204.81
Essay Contest Expense and Scholarships		3,640.00	3,640.00
Messenger Service		209.20	209.20
Printing Expense of Newsletter		1,551.77	1,551.77
Physically Handicapped Scholarship Program		500.00	500.00
Watt Fellowship Program		3,182.29	3,182.29
Payroll Taxes		2,612.57	2,612.57
Telephone and Telegraph		3,434.91	3,434.91
Bad Debts—Per Capita Tax owed by Suspended Locals		3,135.13	3,135.13
Miscellaneous		1,325.61	1,325.61
Dues to Affiliated Organizations		474.70	474.70
Donations and Subscriptions		722.00	722.00
Expenses of Sales Tax Program		5,330.66	5,330.66
Office Supplies (Including Equipment of \$828.68)		5,800.02	5,800.02
Postage		6,304.95	6,304.95
Blue Cross—Blue Shield Expense		2,995.38	2,995.38
Expense of Community Services		550.75	550.75
Labor Day Expense		322.00	322.00
1965 AFL-CIO National Convention Expense		1,000.00	1,000.00
Newsclip Service		329.15	329.15
COPE Expenses	350.00		350.00
<i>Total Expenses</i>	\$ 350.00	\$178,138.95	\$178,488.95
<i>Net Income for the Fiscal Year Ended June 30, 1966</i>	\$ 5,489.51	\$ 3,232.00	\$ 8,721.51
Net Worth June 30, 1965			29,173.49
<i>Net Worth June 30, 1966</i>			\$ 37,895.00

Note: The above statement is part of a report dated August 9, 1966 and is subject to the comments contained therein.

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
STATEMENT OF MEMBERSHIP
FOR THE FISCAL YEAR ENDED JUNE 30, 1966

Affiliated Organizations July 1, 1965	957
Affiliated Organizations accepted during the year	37
Total	<u>994</u>
Affiliated Organizations lost during the year (by mergers, withdrawals, suspensions and adjustments)	64
Affiliated Organizations—June 30, 1966	<u>930</u>

Note: The above statement is part of a report dated August 9, 1966 and is subject to the comments contained therein.

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
ANALYSIS OF 1965 CONVENTION EXPENSE
BOSTON, MASSACHUSETTS

Printing of Proceedings, Reports, Resolutions, Credentials, etc.	\$ 6,049.20
Hotel, Hall Rental, Rooms, Meals, Gratuities, etc. (1).....	3,705.51
Convention Badges	1,638.84
Stenotyping and Typewriting	640.60
Entertainment	758.75
Convention Photos	350.00
Miscellaneous	2,821.86
<i>Total</i>	<u>\$15,964.76</u>

- Notes:* (1) This amount reduced by Registration Fees (which fee includes dinner charge) in the amount of \$6,007.50.
- (2) The above statement is part of a report dated August 9, 1966 and is subject to the comments contained therein.

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